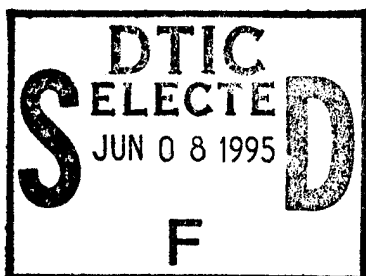


NAVAL POSTGRADUATE SCHOOL MONTEREY, CALIFORNIA



THESIS

TRENDS IN THE ENLISTED FORCE STRUCTURE OF THE U.S. NAVY: 1975-1994

by

Calvin J. Braley

March 1995

Thesis Advisor:

Co-Advisor:

Stephen L. Mehay

Julie Dougherty

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**TRENDS IN THE ENLISTED FORCE STRUCTURE
OF THE U.S. NAVY: 1975-1994**

by

Calvin J. Braley
Lieutenant, Medical Service Corps, United States Navy
B.B.A., National University, 1989


Submitted in partial fulfillment
of the requirements for the degree of

**MASTER OF SCIENCE IN MANPOWER, PERSONNEL, AND
TRAINING ANALYSIS**

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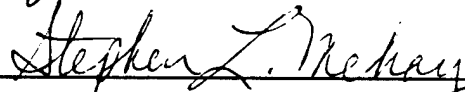
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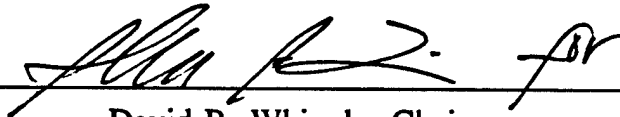
Approved by:



Stephen L. Mehay, Thesis Advisor



Julie Dougherty, Associate Advisor



David R. Whipple, Chairman
Department of Systems Management

ABSTRACT

This thesis examines the trends in the enlisted force structure utilizing the Years of Active Federal Service (YAFS) Report for fiscal years 1975 through 1994. The YAFS report, an annual matrix representing all nine enlisted paygrades by years of service, was used to determine characteristics of the "hollow force" of the 1970's, including continuation rates, aging of the force, and changes in the mix of career and non-career personnel. Entry cohorts were created for each fiscal year. These cohorts were tracked over time to portray trends in continuation, force mix and force aging. The results indicate that the YAFS report is an excellent tool to observe total force characteristics such as continuation behavior, aging of the force, and career mix issues however, more precise data are necessary to determine the specific characteristics of a hollow force.

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I. INTRODUCTION

A. BACKGROUND

The advent of the All-Volunteer Force (AVF) on July 1, 1973 initiated a new era for the United States Military. No longer did enlisted managers, those personnel responsible for maintaining the manpower force structure, have the ability to choose personnel from a pool of individuals comprised of the entire population of young men in the United States. After 1973, they had to compete with the civilian job market for the top quality recruits needed for a modern military force.

The start up of the All-Volunteer Force in 1973 created much controversy. Many believed that a military force procured in this manner would not be able to meet the challenges of an immediate buildup in a time of crisis. Just six years prior to the AVF, the National Advisory Commission on Selective Service had concluded that if the draft were ever abolished, "the sudden need for greater numbers of men would find the nation without the machinery to meet it." [Ref. 1, p. 12] In 1969, President Nixon commissioned a study chaired by Secretary of Defense Thomas S. Gates to look further into the feasibility of an AVF. Commonly referred to as the Gates Commission Report, the *Report of the President's Commission on the All-Volunteer Force* concluded that it would be possible to end the draft and support a strong military with a volunteer force. [Ref. 2]

The AVF went through a difficult period from January 1, 1976 through October 1, 1980 and the force recruited during this period has come to be referred to as the "Hollow Force." This was not only the result of recruiting shortfalls, but also of the inadvertent recruitment of lower mental quality individuals. During these years the Armed Services Vocational Aptitude Battery (ASVAB) was misnormed. ASVAB scores are used to qualify applicants for enlistment. Based on sections of

the ASVAB, applicants are placed into one of five Armed Forces Qualification Test (AFQT) categories which determine eligibility for enlistment. Each change in the ASVAB test form requires a process referred to as normalization. This is a procedure that converts the raw scores into percentile scores of a standard reference population. [Ref. 3, p. 1] The ASVAB placed into service on January 1, 1976 was not scaled properly, that is, it was "misnormed." This misnorming allowed many Armed Forces Qualification Test (AFQT) category IV personnel into the armed services. Originally only 5 percent of new enlistees were allowed to be in Category IV, but, once the test battery was properly scaled, it was determined that up to 30 percent of the force recruited from January 1986 to October 1980 was in mental category IV. This indicated that possibly 25 percent of the force would not have been eligible for enlistment if the correct scale had been used. [Ref. 4, pg. 4]

There were many concerns that the military performance of this lower aptitude force would be very poor. Although there are no direct measures of this performance available, there are some indirect measures such as rates of attrition and promotion to the next higher paygrade which can be studied. The data in this thesis will be analyzed to determine if there are any differences between groups from this period, in these two indicators, which may identify the attributes of a "Hollow Force." The thesis will also look at more recent periods and determine if there are any trends that might indicate a reoccurrence of the 1970's hollow force in the drawdown of the military in the 1990's.

Other points that came out of the Gates Commission were the beliefs that: (1) career force manning would increase under a volunteer system because of an increase in first-term reenlistment rates; and, (2) a more career-intensive, and possibly smaller, volunteer force would be more productive

than a draft-induced force. [Ref. 5, p. 52] The data will be used to determine if the statement made in point one, that there would be an increase in the size of the career force, has occurred. The career force is defined as those personnel with greater than four years of active service.

B. OBJECTIVES

Management of the enlisted force structure is a difficult task. Obtaining the proper mix of first-term and career personnel with the proper levels of experience is a management challenge. There are many reports utilized as "tools" in an attempt to ensure this proper mix of personnel. One such report is the Years of Active Federal Service (YAFS) Report. Produced by the Bureau of Naval Personnel's Manpower Personnel Manning Information System (MAPMIS), this report lists the enlisted force structure divided by paygrade, E-1 through E-9, and years of service (YOS), one through thirty-one.

Utilizing the YAFS report for fiscal years 1975 through 1994, the thesis will analyze specific trends in the Navy's enlisted force structure. The thesis will focus on changes in manpower by paygrade and experience levels, the aging of the career force, and fluctuations in first term attrition and annual continuation rates. It will also analyze different entering cohorts. By comparing the results with those presented in the literature the thesis will determine the usefulness of the YAFS report in identifying manning problems, such as the hollow force.

C. THE RESEARCH QUESTION

The primary research questions will be, "What have been the trends in the Navy force structure during the All-Volunteer period, and did the Navy experience a "hollow force" in the late 1970's?" and "If so, what attributes of the force structure characterize a 'hollow force?'". Two additional

research questions are, "How has annual attrition and continuation behavior varied over this period?" and "Is the career force getting older?".

D. SCOPE AND LIMITATIONS

This thesis will focus on the data obtained from the YAFS reports. These reports are cross-sectional pictures of the size of the Navy's enlisted force at the end of each fiscal year. As such, they do not reflect the fluctuations in manpower that occur during a given fiscal year. The numbers of personnel accessed during the year are included in the numbers, not as a separate figure. Each line of the report, reflecting each of the different years of service, does not include personnel who accessed and attrited in that same year. As a result, the percentages derived using these numbers are approximations of the true numbers. They all are, however, sufficiently accurate to observe trends in the size of the force structure.

E. DEFINITIONS AND ABBREVIATIONS

To assist the reader of this report the following abbreviations and definitions will be used throughout:

- ASVAB - Armed Services Vocational Aptitude Battery. Used by the military services to select and classify enlisted personnel. [Ref. 6]
- AFQT - Armed Forces Qualification Test. Derived from subtests of the ASVAB, it is a scale divided into five categories for reporting quality of enlisted accessions. [Ref. 7] (see Table 1. for categories)
- AVF - All-Volunteer Force.
- Cohort - A group of individuals, used here to indicate all who entered the service during a specific fiscal year.

- LOS - Length of Service. Indicates the amount of time, measured in years, an individual has been in the military at the time of the report.
- YOS - Years of Service. Same as LOS.
- YAFS - Years of Active Federal Service. Same as LOS.
- Fiscal Year (FY) - Period from 1 October to 30 September of the following year. A fiscal year starts in October of the previous calendar year.

| ARMED FORCES QUALIFICATION TEST (AFQT) CATEGORIES | | | |
|---|------------------------|---------------------------------|-------------------------|
| AFQT Category | Percentile score range | Percent of reference population | Description |
| I | 93-100 | 8 | Above average |
| II | 65-92 | 28 | Above average |
| III | 31-64 | 35 | Average |
| IV | 10-30 | 21 | Below average |
| V | 1-9 | 9 | Unqualified for service |

Table 1. Armed Forces Qualification Test (AFQT) Categories [Ref. 8]

F. ORGANIZATION OF STUDY

Chapter II provides a review of the literature pertinent to the research questions of the thesis. Chapter III describes the data and methodology used in the study. Chapter IV contains the findings of the study, and Chapter V presents conclusions and recommendations drawn from the study.

II. LITERATURE REVIEW

The study of the literature pertaining to this research project is divided into two separate areas. The first reviews studies conducted on the misnorming of the ASVAB and the results of allowing lower mental category personnel into the service. In the second section, previous examinations of the trends of the enlisted force are presented. These previous studies provide the basis for comparison with the results obtained from the YAFS reports in this thesis.

A. MISNORMING OF THE ASVAB AND ITS POSSIBLE RESULTS

In 1983, Maier and Truss [Ref. 9] determined the accuracy of the ASVAB score scale utilizing forms 5, 6, and 7 of the ASVAB (ASVAB 5/6/7). When the test was first introduced in 1976, it was observed that the quality of upper mental category recruits immediately increased. It was determined that the scale used to normalize the test was inaccurate. The test was corrected in May 1976 for the upper range of personnel. It was not believed that there were problems with the lower categories of personnel at that time. By 1980 it was concluded that the scores of the low range were also high. As a result, enlisted accessions in mental category IV were possibly 25 percent higher than originally believed.

The authors found three possible explanations for the high scores in the original scale [Ref. 10]:

- The reference test used with the sample of Navy and Air Force recruits was most likely not scored correctly.
- The reference test scores for the Army examinees were inflated by coaching on the test.
- Many Army examinees tested at Armed Forces Examining and Entrance Stations appear to have been excluded from the calibration sample that was used to construct the score scale, on the basis of their reference test scores. Those who failed to qualify for enlistment

(AFQT scores 1 to 15) tended to be excluded from the calibration sample.

Maier and Truss concluded that the original ASVAB 5/6/7 score scale was inflated throughout the score range. After correction, the traditional meaning of the ASVAB score scale was restored. [Ref. 11]

Heisey, Means, and Laurence [Ref. 12] conducted a study in 1985 that also examined the results of the misnorming of the ASVAB. Sponsored by the Office of the Assistant Secretary of Defense (Manpower, Installations, and Logistics), this report is a summary of previous research on the military performance of low-aptitude personnel. This review was initiated because of the possibility that the services would need to lower aptitude standards to maintain manpower levels in the AVF due to decreases in the size of the projected manpower pool, and resulting increases in competition for available manpower from the private sector.

The authors started by providing background of aptitude testing and its use for determining eligibility for entrance into the armed services. They next looked at "Project 100,000", which was a program during the Vietnam War era that allowed previously unqualified personnel into the military through a relaxation of entry standards. This program was in effect from 1967 to 1971 and permitted approximately 360,000 previously unqualified personnel to enter the military.

After these low-aptitude individuals were accessed, the services had to determine how well they performed on the job. The authors used training performance, assignments, grade level achieved, supervisor evaluations, offenses, educational achievement, attrition, and reenlistment to indirectly measure job performance. They determined that, although there were some differences between mental category groups, most were not significant. The level of education, whether one was a high

school graduate or not, was a more important factor in explaining job performance in some instances.

The second half of their study considered those individuals who entered during the period when the ASVAB was misnormed. Called "Potentially Ineligibles" (PI) [Ref. 13], these individuals would not have qualified for enlistment if the correct scores had been utilized. Although these individuals entered due to an error, it provided an excellent opportunity to study the results of allowing lower mental category individuals into the services. Many of these individuals were still in the service at the time of this study which provided continuing opportunities to evaluate their performance. Job performance areas examined included training course attrition, skill qualification tests, promotion to E-4 or higher, completion of first term of service, eligibility to reenlist, and propensity to reenlist. The authors concluded that the results from studying the PIs were similar to the results from "Project 100,000." Lower-aptitude individuals' performance, as measured by these general measures, was somewhat lower than their higher-aptitude counterparts, but still acceptable if education level is controlled. [Ref. 14]

A Naval Postgraduate School (NPS) master's thesis completed by Boyer in 1981 [Ref. 15] examined the performance of Navy personnel assessed as a result of the misnorming of the ASVAB. The purpose of Boyer's study was to determine if the Armed Forces Qualification Test (AFQT) is an appropriate measure in determining eligibility for enlistment into the armed services.

Boyer's sample of personnel assessed as a result of misnorming of the ASVAB was obtained from those individuals who began their enlistment in the last quarter of fiscal year 1977. A comparison was made between those who would have been ineligible with the eligible individuals contained within the

sample. Boyer also compared the performance among the four mental category groups. The performance indicators used were promotion patterns, involvement in occupational skill training, and service survival.

Boyer concluded that the AFQT was a good predictor of recruit quality. Promotion rates were lower, attrition was greater, and smaller numbers of individuals completed A-school in the lower mental categories. He also compared educational background and determined that high school graduates had better results in all three performance areas than non-high school graduates.

B. TRENDS IN THE FORCE STRUCTURE

In 1988, Good completed an NPS master's thesis on the trends of the enlisted force for all services from 1974 to 1987. [Ref. 16] The author set out to determine if changes in the national economic environment and changes in military pay and benefit policies had an effect on career decisions of military personnel. She used the Enlisted Transition Matrix that classified personnel by their length of service. Good separated the years of service (YOS) into six comparison groups: 1-4 YOS, 5-10 YOS, 11-15 YOS, 16-19 YOS, 20-30 YOS, and an aggregate category of 5-30 YOS for each fiscal year from 1974 through 1987.

Graphing the results from year to year by the above divisions, the author compared continuation rates, retention rates, and experience distributions for each of the four services. She determined that members tended to continue on active duty once past the second reenlistment. Also, a high employment rate in the civilian sector tended to affect reenlistment rates for the 1-4 YOS group. This fluctuation in the employment rate was also reflected in the graphs for the retention rate, which otherwise held constant. The experience distribution improved in the later years of the study after an

initial decrease in the early years. The research did not indicate that a strong economy had an effect on the experience distribution.

Roll and Warner [Ref. 17] examined enlisted career manpower for all services and, specifically, some of the trends revealed in the first ten years of the AVF. They first divided the force into four terms of service and looked at retention rates for each term. Personnel with one to six YOS were contained in the first-term, seven to ten YOS in the second-term, eleven to fourteen YOS in the third-term, and fifteen to nineteen YOS in the fourth-term. First-term retention rates generally increased each year of the study (FY1975-1982) which the authors attributed to many different factors. Second and third-term retention rates were found to have a greater variance. These rates dropped in FY1975-1979, creating a belief that a career force would not be maintained with an AVF. These rates did recover, however, and were higher in 1982 than in 1975.

The authors next examined the percentage of the force consisting of career personnel. These were individuals with more than four years of service. They found that the size of the career force increased significantly over the period of the study. The Navy, in particular, noticed a slight drop initially, but then experienced a rapid increase after FY1978. They also found that the distribution of careerists changed. The percentage of personnel with 5-10 years of service increased, while those with greater than ten YOS, decreased. This increase in personnel with 5-10 years of service was attributed by the authors to an increase in first-term retention.

III. METHODOLOGY

The data utilized for this report was obtained from copies of the Enlisted Personnel by Years of Active Federal Service Spreading Paygrade section of the Manpower Personnel Manning Information System (MAPMIS) Report 5314-4106 for fiscal years 1975 through 1982 and Report 531N-4106 for fiscal years 1983 through 1994. Each report is a series of matrices consisting of the nine enlisted paygrades and the total force by length of service for each fiscal year. These total force numbers were verified with equivalent data provided by the Defense Manpower Data Center. The matrices were incorporated into spreadsheets using Excel 5.0 and the resulting spreadsheets are displayed in Appendix A to the thesis.

Separate cohorts were developed for each fiscal year. The numbers for the first year of service (YOS) were used to identify the beginning cohort for a particular fiscal year. The one year of service cells for fiscal year 1975 would represent the numbers of entrants in the 1975 cohort, for example. The second year of service for the next fiscal year, FY 1976, would identify the second YOS for the 1975 cohort; YOS 3 from FY 1977 would represent the third YOS of the 1975 cohort, etc. This approach was used to develop separate cohorts for each fiscal year. Each cohort was followed through fiscal year 1994. The matrix developed for each cohort consists of the number of personnel in each enlisted paygrade by year of service and fiscal year. The matrices for all the cohorts were also incorporated into Excel spreadsheets, which are located in Appendix B to this thesis. Entry-level cohorts were not developed for fiscal years 1992, 1993, and 1994 as there is not enough years of service to generate trends from these accession groups.

Appendix C to the thesis contains tables derived from the data contained in the YAFS (Appendix A) and cohort (Appendix B) spreadsheets. The methodology used to generate these

tables, and the information contained within them, will be described in the following paragraphs.

The proportion of personnel continuing from one year to the next was derived for each cohort (Table C-1). The initial base year inventory in YOS 1 was used in computing the continuation rates. The continuation rate for YOS 1 is thus 100 percent. Each successive year thereafter represents the number of personnel remaining on active duty in that year as a percentage of the initial entry group. For example, to obtain the percentage for the 1975 cohort YOS 2, 86.8 percent, the number of personnel in the cell indicating the total personnel with 2 years of service in Table B-1, 77,970, was divided by the total number of personnel in YOS 1 of Table B-1, 89,834.

Table C-2 contains the number of personnel in paygrades E-3 and below as a percentage of all E-5 and below personnel. Tables C-3 and C-4 contain the same information for paygrades E-4 and E-5 respectively. The number of personnel in these paygrades, E-1 through E-5, were totaled for YOS 1-8, by cohort. These numbers were divided into the total numbers of E-1 to E-3, E-4, and E-5 personnel for each corresponding YOS and cohort. The resulting percentages should indicate the speed of advancement. Greater percentages of E-4 and E-5 personnel in lower YOS cells would indicate faster advancement to these paygrades. Lower percentages would indicate slower advancement. For example, in Table C-4 the percentage of paygrade E-5 personnel with five years of service in the 1985 cohort is 47.63 percent. This percentage is much greater than the 30.18 percent of E-5 personnel with five years of service in the 1990 cohort. This would indicate that advancement was faster for those in the earlier cohort.

The distribution of personnel by paygrade was computed for each fiscal year (Table C-5). From this information, the percentage that each paygrade comprises of the total force by

fiscal year, was computed (Table C-6). These percentages should indicate if there has been any shifts in the composition of the force. Changes in the percentage that a paygrade comprises of the total force may signal problems with advancement. For example, an increasing percentage of paygrade E-5 each fiscal year may indicate difficulty in obtaining paygrade E-6.

The average length of service for each paygrade (Table C-7) was computed by first multiplying the number of personnel in each cell of the YAFS Reports by its corresponding YOS. The results were totaled for each paygrade, yielding the aggregate years of service for each paygrade. When divided by the total personnel in that paygrade this yielded the average length of service. Changes in the average length of service by paygrade may indicate if the force is becoming more junior or more senior.

Personnel with four years and less YOS are considered non-career, while those with greater than four YOS are considered career personnel. The total force was separated into these two classifications and the percentages determined (Tables C-8 and C-9). Career personnel were further separated into three categories: 5-10 YOS, 11-20 YOS, and 21-31 YOS (Table C-10). This was done to determine the distribution of career personnel across the higher paygrades. Next, divisions were made by term of service using the same groupings as Roll and Warner [Ref. 4.] (Table C-11). First-term is defined as, 1-6 YOS; second-term as 7-10 YOS; third-term as 11-14 YOS; and fourth-term as 15-19 YOS. Also, personnel in YOS 20 were looked at separately as this is the first point that individuals are eligible to leave with retirement benefits.

Excel has the capability of linearly projecting trends in data. This was applied to the average length of service numbers to observe the trends in the data. The average length of service was projected to the year 2000 using the averages

computed in Table C-7. Table C-12 displays the resulting trends when all 20 years, from 1975 to 1994, were used to estimate the trends. Table C-13 shows the trends when only the last ten years, 1985 to 1994, are used.

Once these tables were created, bar charts and line graphs were developed to better portray the trends that have unfolded since 1975. These charts and graphs are discussed in the next chapter.

IV. ANALYSIS OF DATA

This chapter will establish reference points by which to analyze the information developed in Chapter III. Graphs of the data will then be presented based on these reference points to determine and emphasize the trends of the enlisted force structure over the past 20 years.

A. REFERENCE POINTS

The following are historical landmarks that will be utilized to discuss and explain the trends in the enlisted force structure presented in this thesis.

The raw data used to generate these charts are found in Appendix D and graphical displays of this historical landmark data are provided in Figures 1-5:

- a. National unemployment rate (Figure 1):
 - continuation rates may be influenced by fluctuations in the national unemployment rate. High unemployment is associated with high retention, low unemployment with low retention;
- b. Military Base Pay (Figure 2):
 - represents the base pay for an E-1 with less than one year of service expressed in nominal values. Largest pay raises were in October of 1980 and 1981;
 - changes in military pay may influence continuation rates. Large increases will generally increase retention while small increases will decrease retention;
- c. Ships (Figure 3):
 - the number of combatant and non-combatant ships in active service;
 - the number of ships should dictate the size of the enlisted force;
- d. Accessions and Losses (Figure 4):
 - represents number of personnel gained from civilian life (accessions) and lost to civilian life;

UNEMPLOYMENT RATE

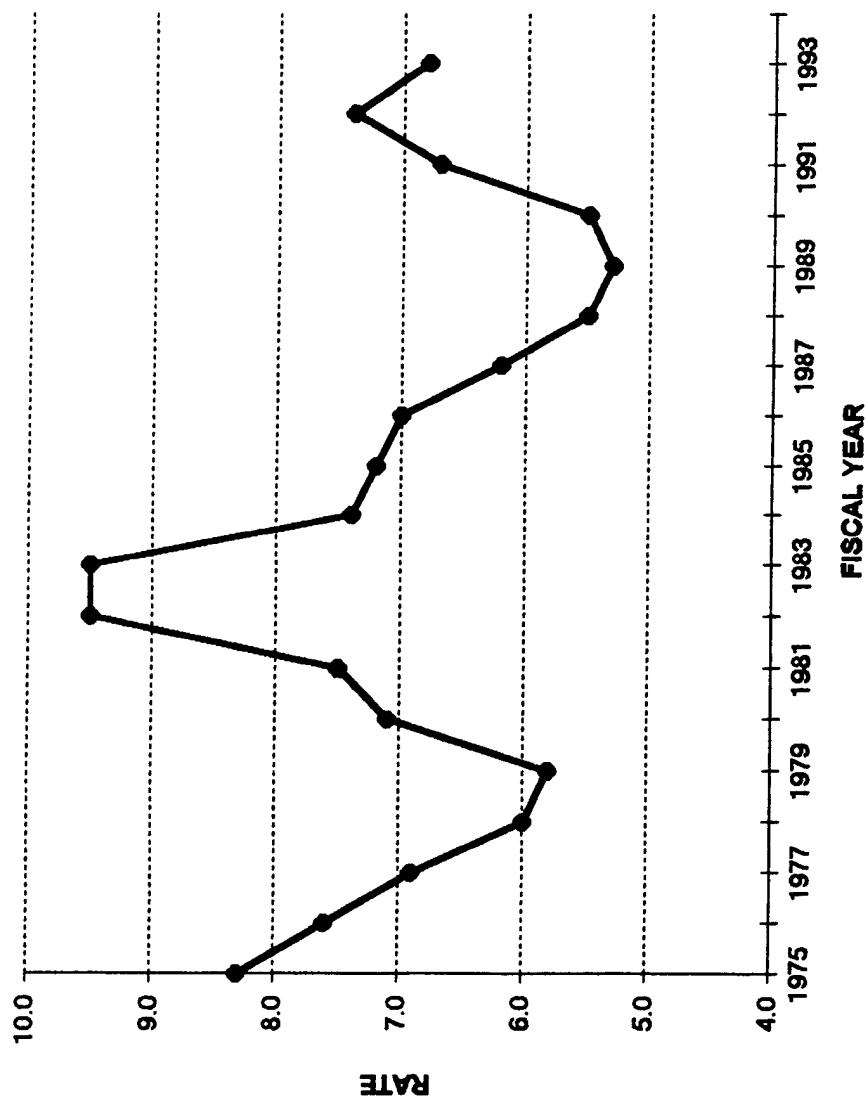


Figure 1. National Unemployment Rate.
Source: Statistical Abstract of the United States, 1974-1994, Bureau of Census, U.S. Dept of Commerce.

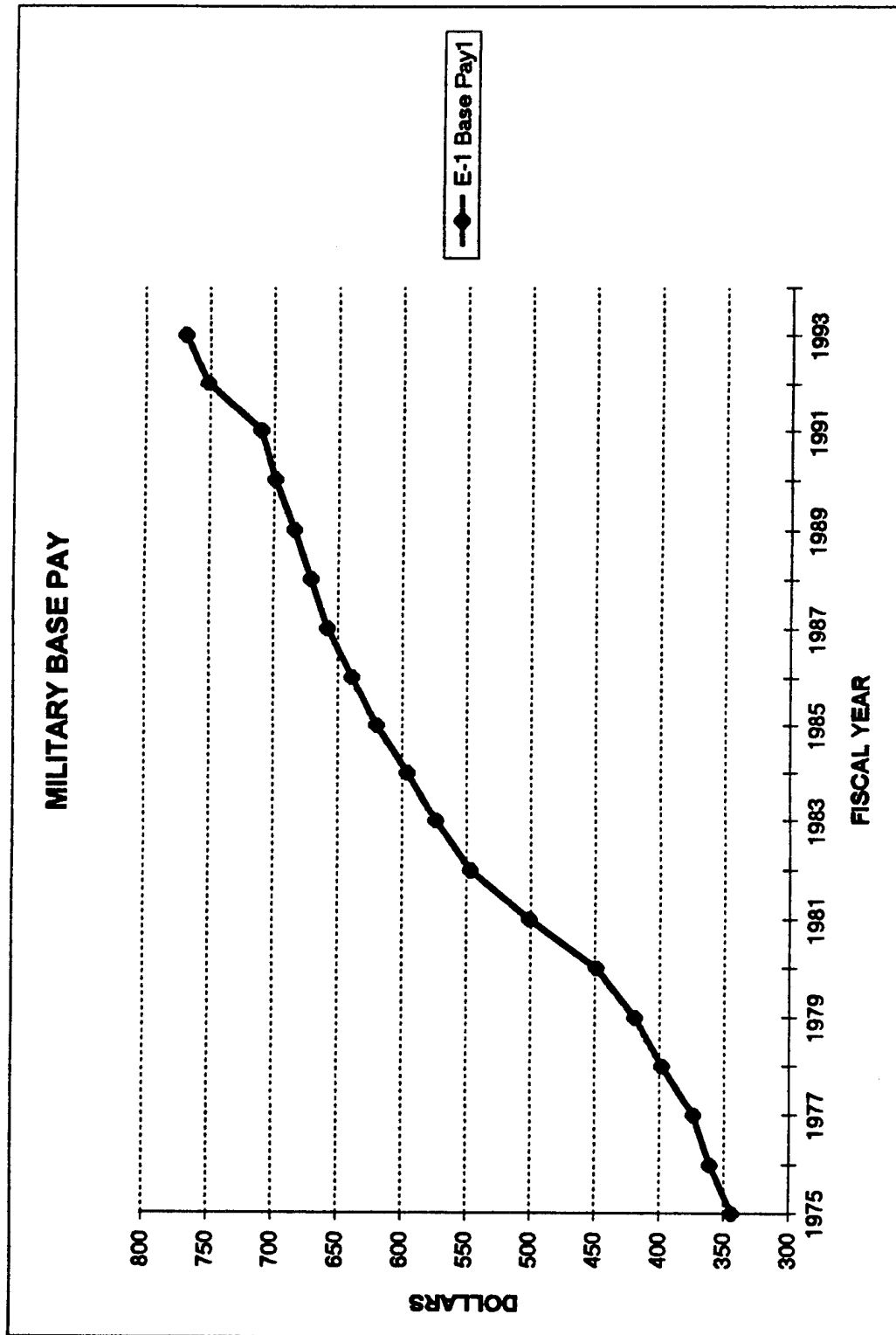


Figure 2. Military Base Pay (Monthly Rate for E-1).
Source: Statistical Abstract of the United States, 1975-1994, Bureau of Census, U.S. Dept. of Commerce.

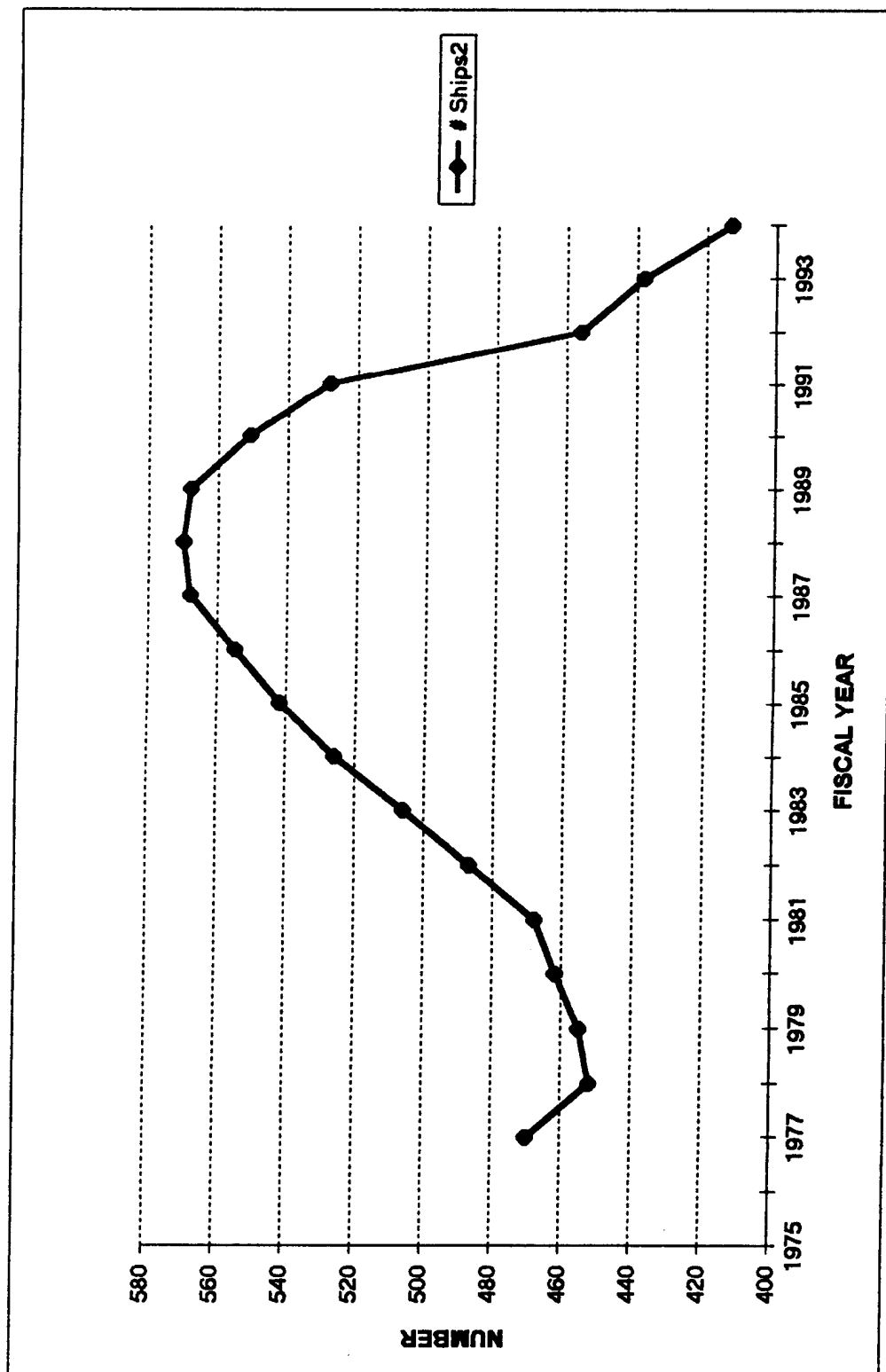


Figure 3. Active Battle Force (Number of Ships).
Source: Manpower Requirements Report, 1975-1994, Office of the Assistant Secretary of Defense.

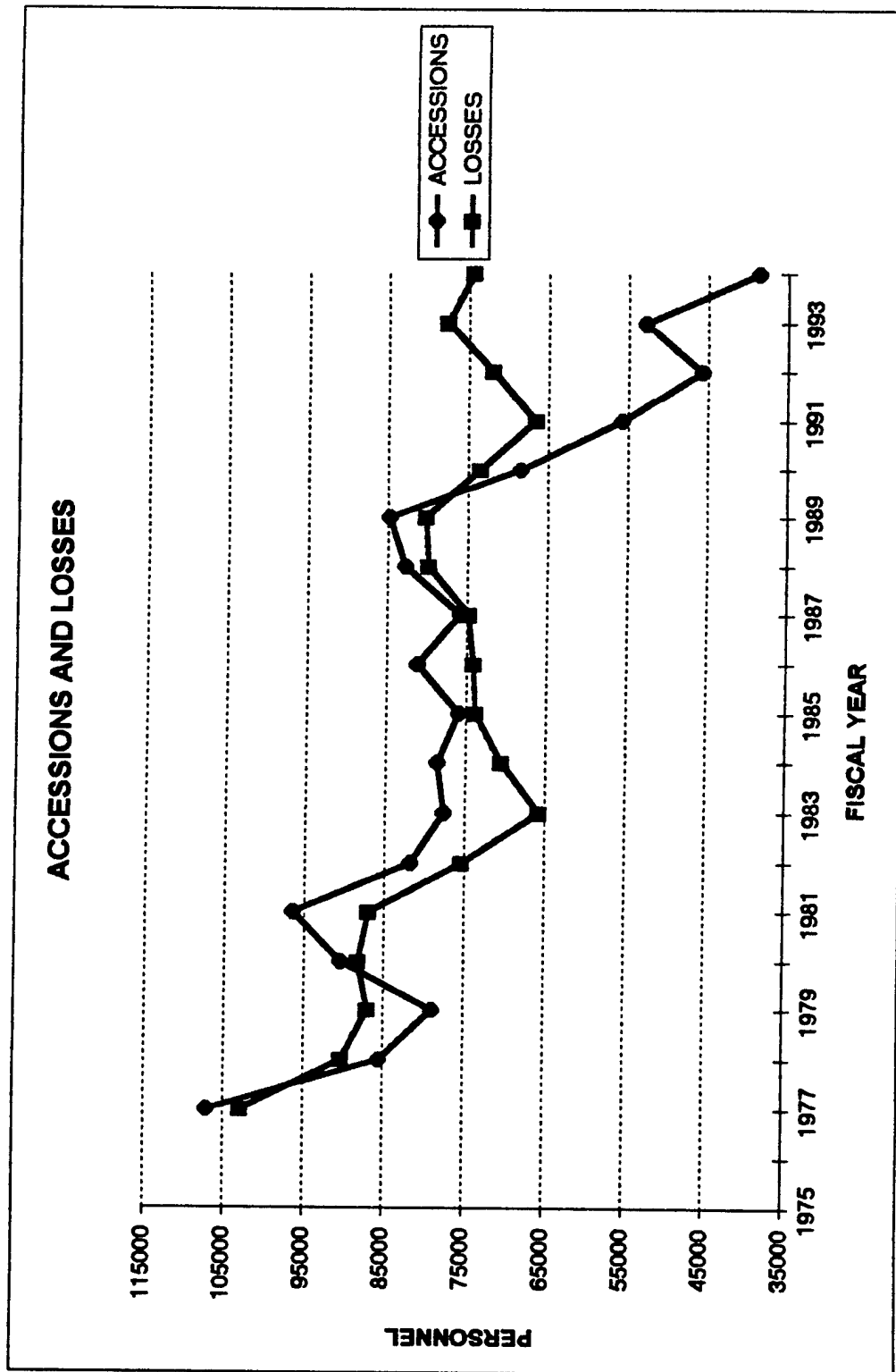


Figure 4. Accessions from Civil Life.
 Losses to Civil Life.
 Source: Bureau of Naval Personnel Statistics, Annual Report
 NAVPERS 15658 (A), FY1977-1994.

DIFFERENCE BETWEEN ACCESSIONS AND LOSSES

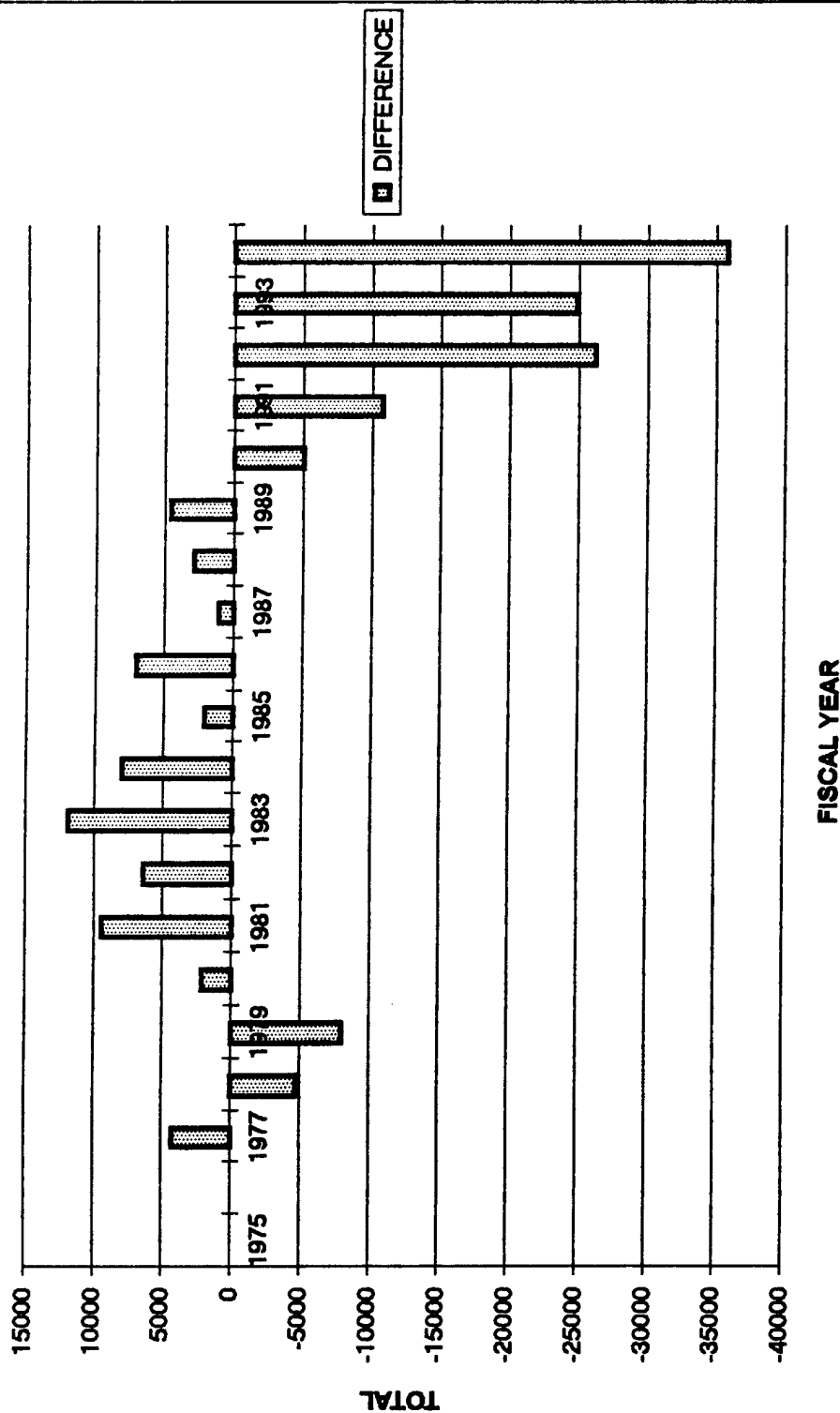


Figure 5. Difference between the number of Accessions from Civil Life and Losses to Civil Life.

- e. Difference between Accessions and Losses (Figure 5):

- a positive number indicates accessions are greater than attrition, a negative number, attrition is greater than accessions.

B. THE TRENDS

1. Continuation on Active Duty (Figures 6-12)

Figures 6 through 12 portray the data contained in Table C-1. They represent the percentage of personnel who continue on active duty by cohort for each year of service.

The first trend observed in Figures 6 through 12 is that the percentage of personnel remaining on active duty for each cohort from 1975 to 1982 for the first four years of service is increasing. This indicates a persistent rise in retention. The 1975 and 1976 cohorts lost a large number of personnel at the end of their enlistment. This was prior to the big pay raises that occurred in fiscal years 1981 and 1982. Unemployment was at its lowest point in four years in 1979 and may have attributed to the departure of the first two groups at the end of their first enlistments. The 1978 and 1979 cohorts present a much higher continuation rate. This may be a result of the large pay raises in 1981 and 1982, and an unemployment rate which was at its highest point for the entire 20 year period. The rising unemployment of the early 1980's could also explain the increasing percentage of personnel staying on active duty up to the 1982 cohort. Thereafter, the continuation rate declines, but not dramatically. This may be due to an increased number of programs that were introduced in the late 1980's that enabled commanding officers to administratively separate adverse personnel. After the fifth year of service there is minimal change seen among cohorts. Once a continuation pattern has been established, the variance between each cohort remains

PERCENTAGE OF PERSONNEL WHO CONTINUE ON ACTIVE DUTY BY COHORT FOR YOS 2 & 3

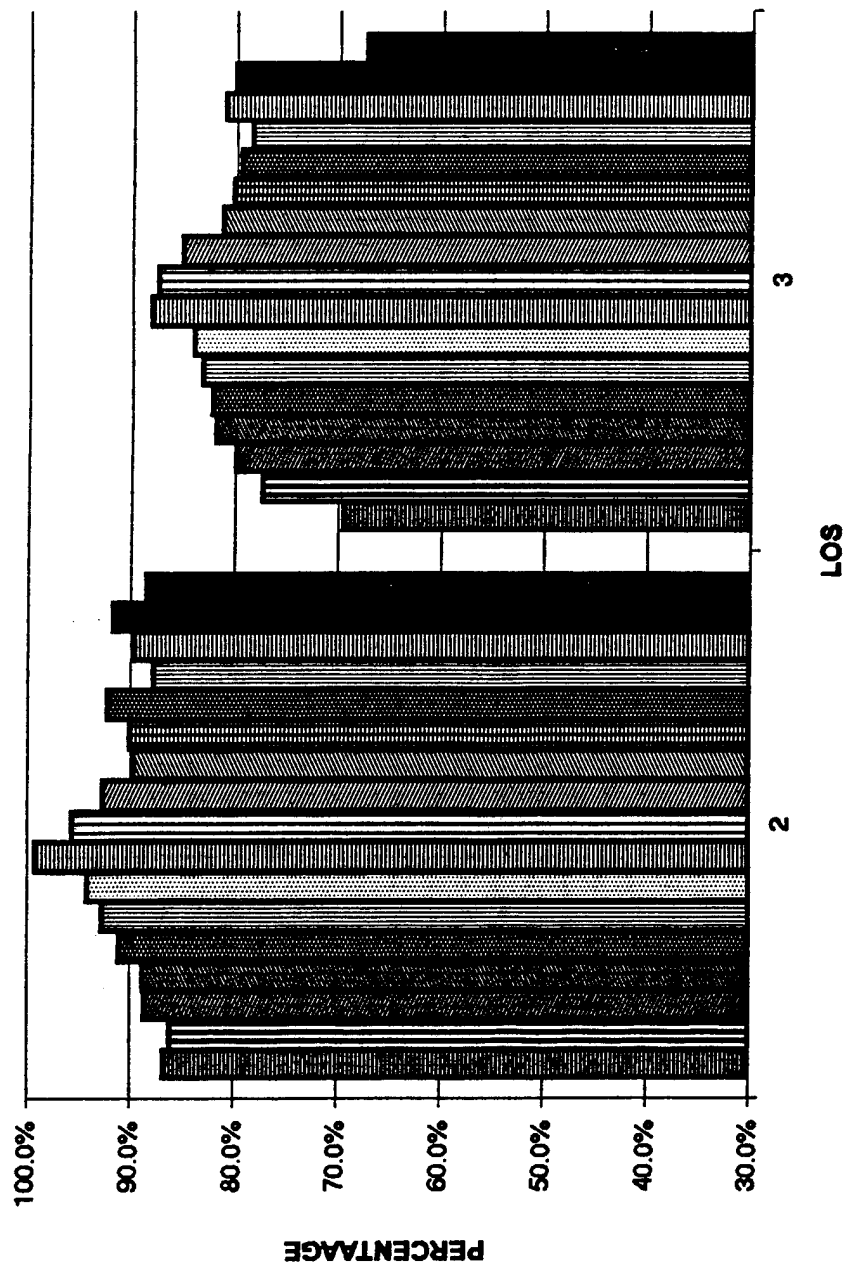


Figure 6. Percentage of Personnel who were still on Active Duty by Cohort, based on the number at YOS 1.

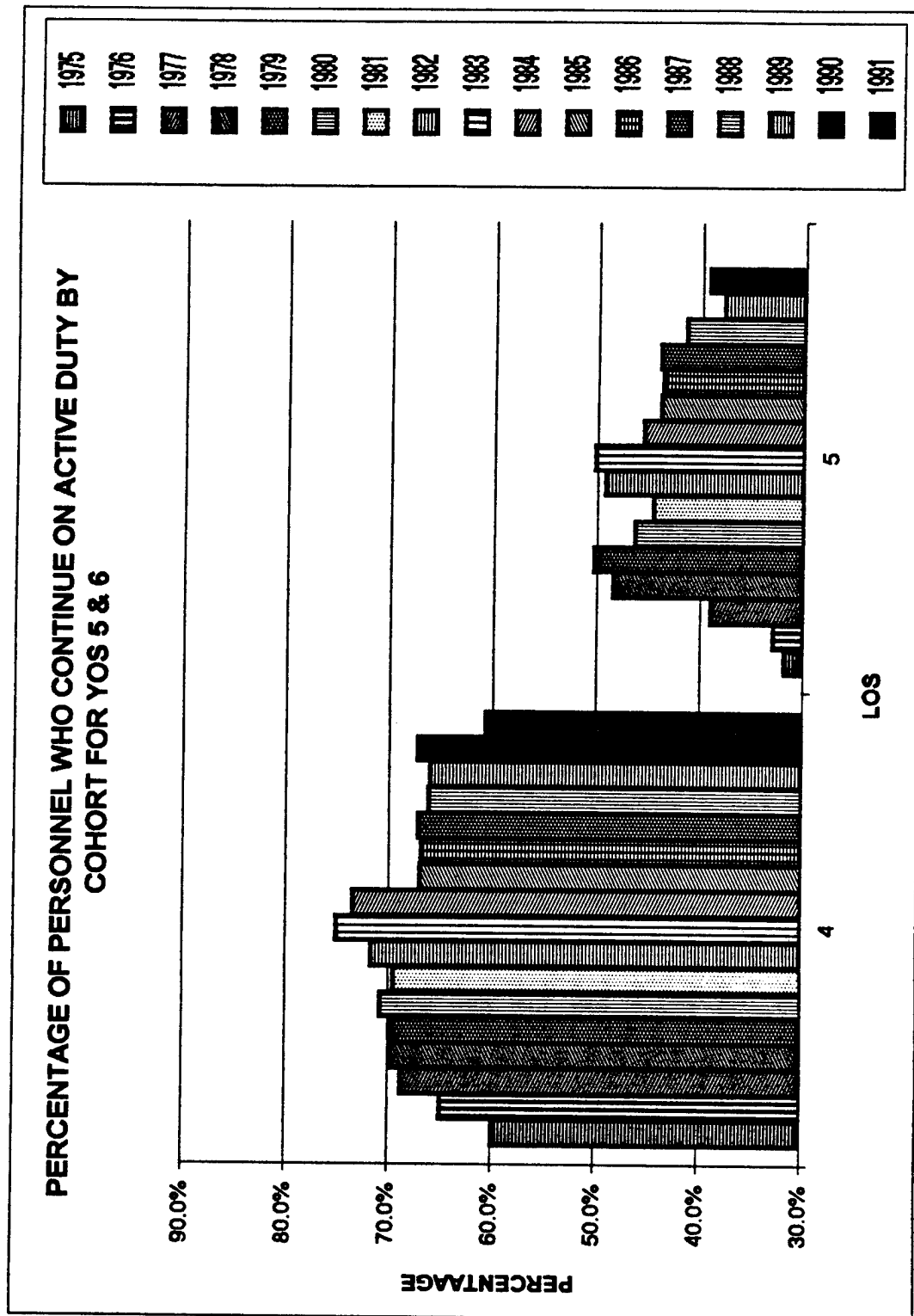


Figure 7. Percentage of Personnel who were still on Active Duty by Cohort, based on the number at YOS 1 (continued).

PERCENTAGE OF PERSONNEL WHO CONTINUE ON ACTIVE DUTY BY
COHORT FOR YOS 6 & 7

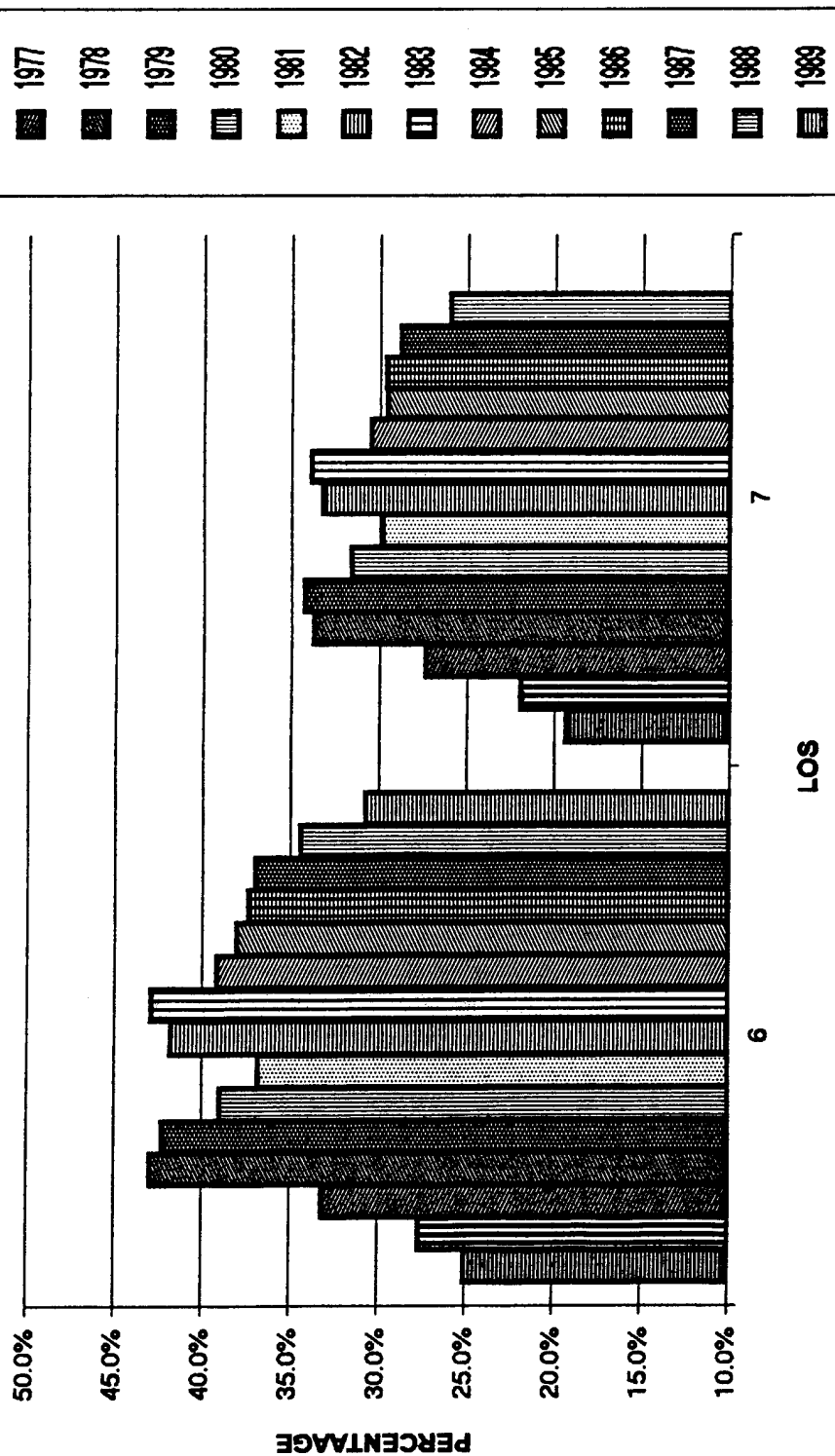


Figure 8. Percentage of Personnel who were still on Active Duty by Cohort, based on the number at YOS 1 (continued).

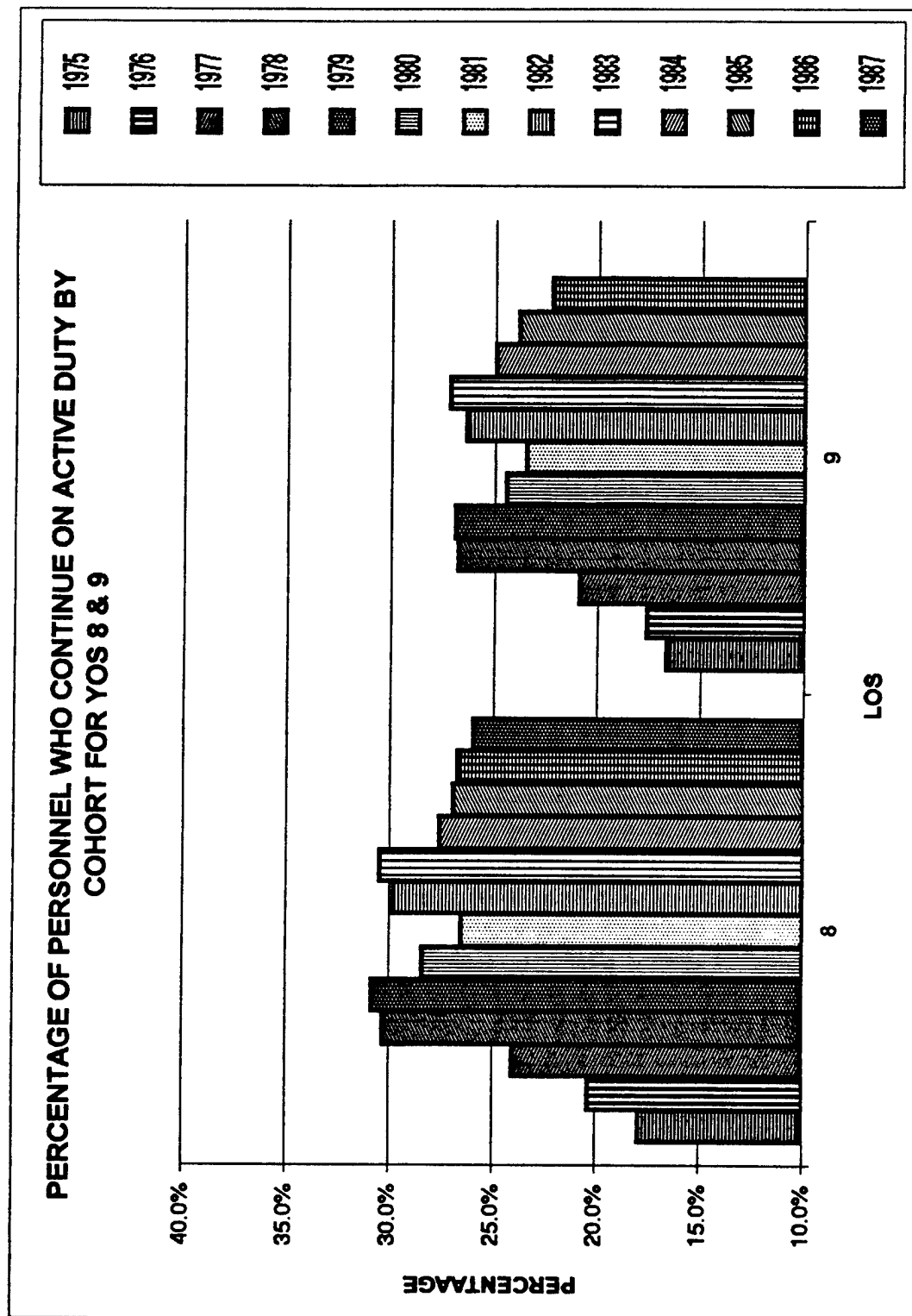


Figure 9. Percentage of Personnel who were still on Active Duty by Cohort, based on the number at YOS 1 (continued).

**PERCENTAGE OF PERSONNEL WHO CONTINUE ON ACTIVE DUTY BY
COHORT FOR YOS 10 & 11**

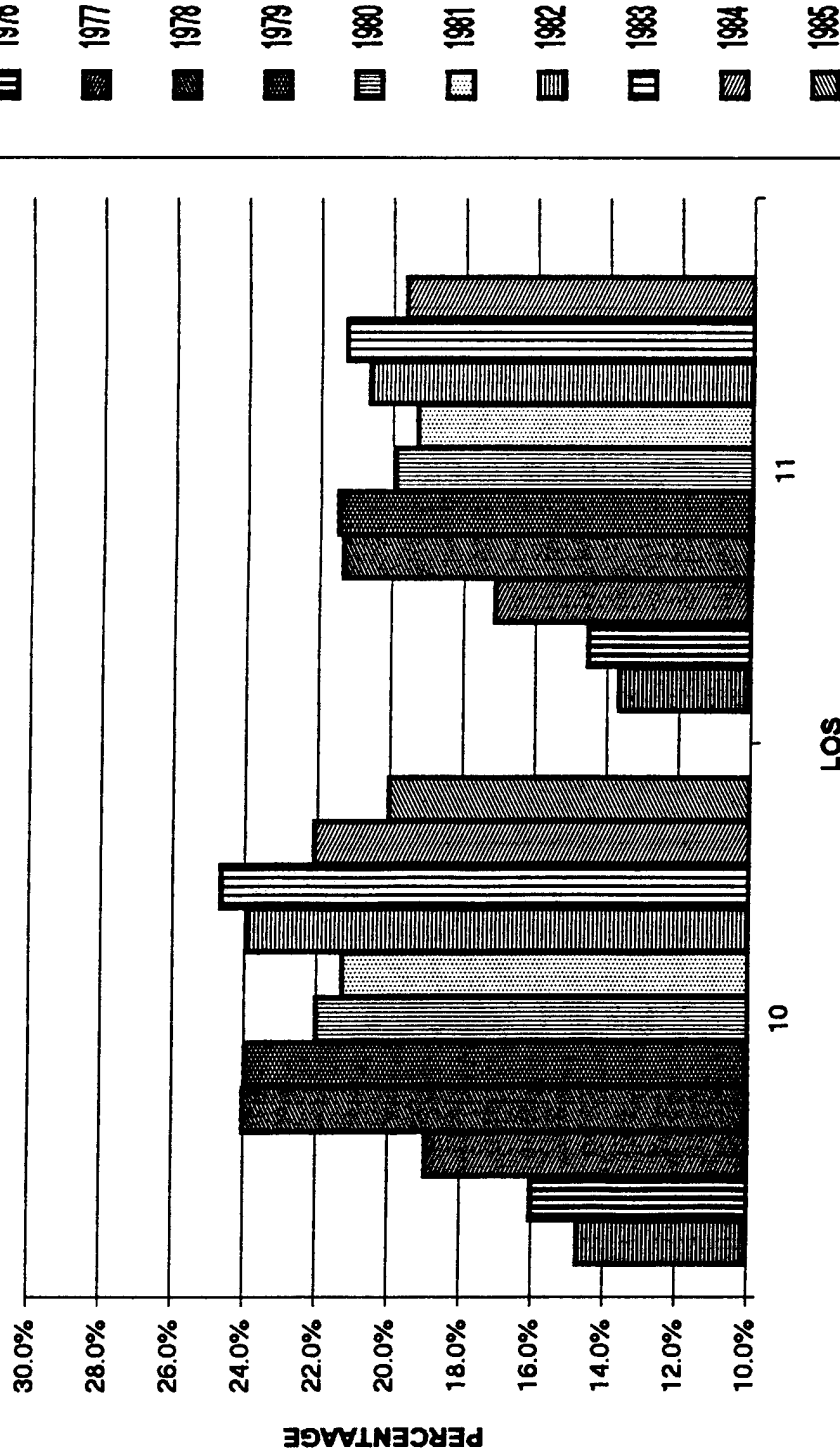


Figure 10. Percentage of Personnel who were still on Active Duty by Cohort, based on the number at YOS 1 (continued).

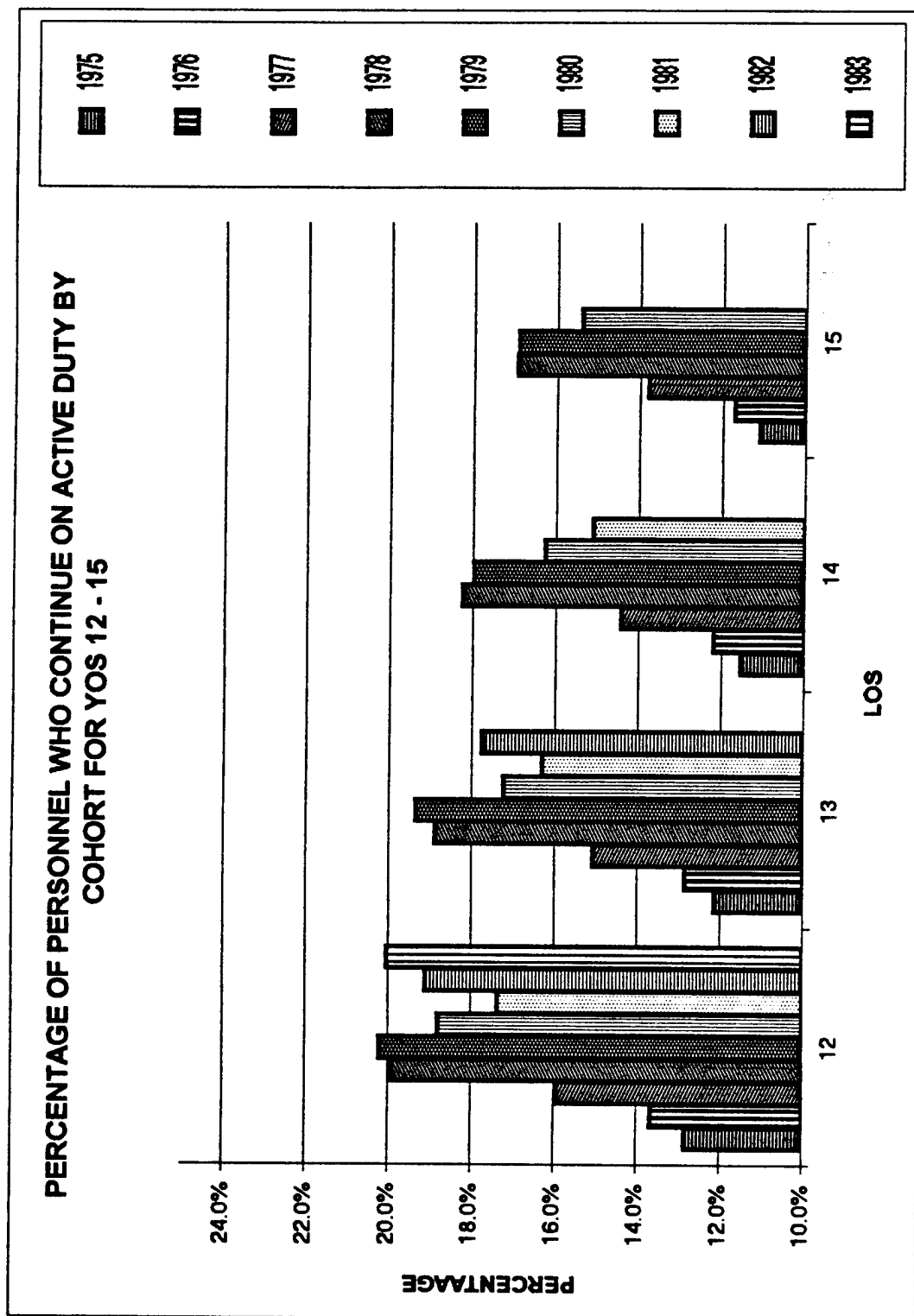


Figure 11. Percentage of Personnel who were still on Active Duty by Cohort, based on the number at YOS 1 (continued).

PERCENTAGE OF PERSONNEL WHO CONTINUE ON ACTIVE DUTY BY
COHORT FOR YOS 16 - 20

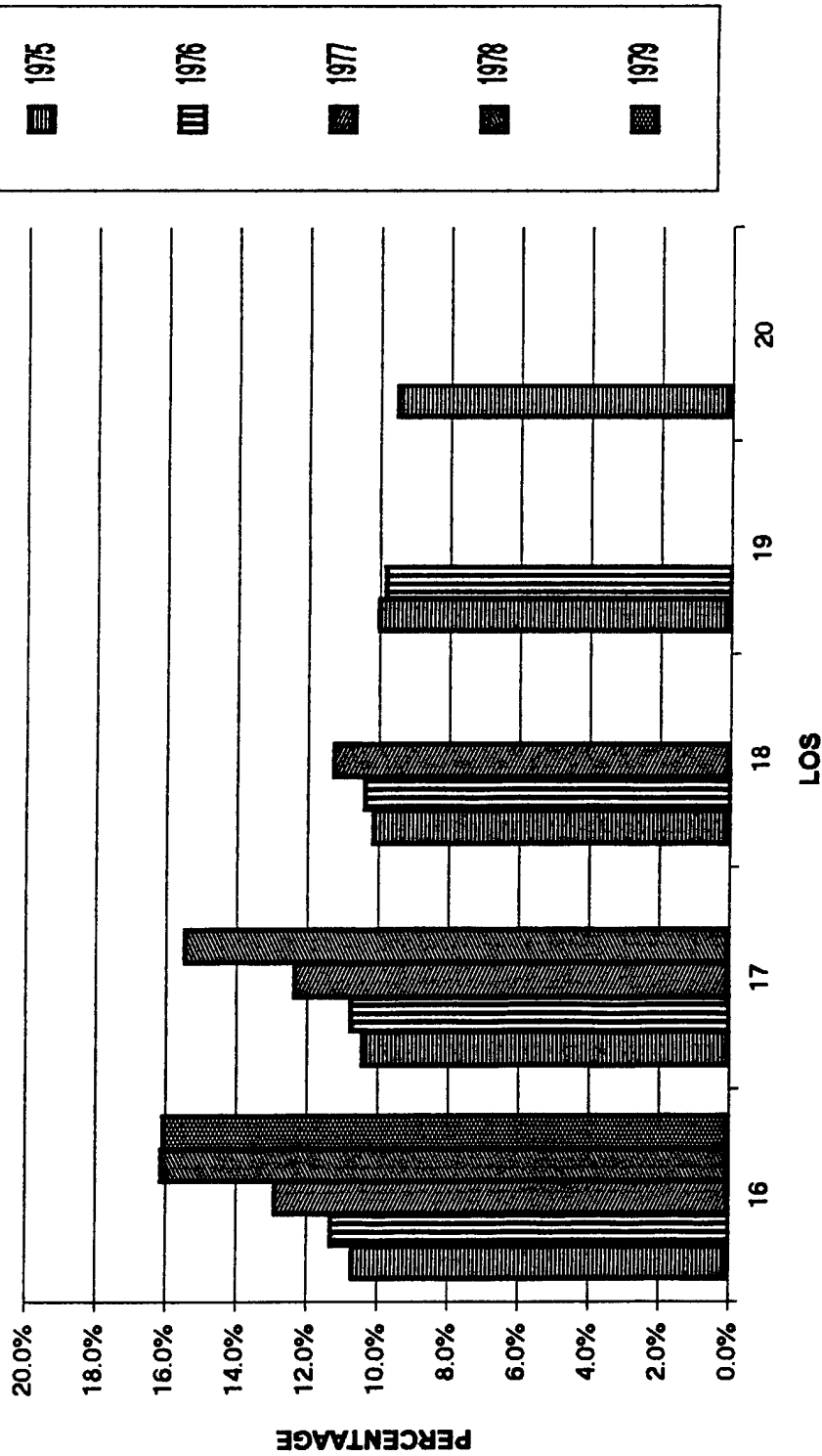


Figure 12. Percentage of Personnel who were still on Active Duty by Cohort, based on the number at YOS 1 (continued).

constant. This would indicate that career personnel continue on active duty at the same rate, regardless of which cohort they are in.

2. Percentage of Junior Enlisted within the E-1 to E-5 Community (Figures 13-18)

The next six figures represent the number of E-3 and below, E-4, and E-5 personnel as a proportion of the total number of personnel in paygrades E-1 through E-5. These figures are generated from the data in Tables C-2, C-3, and C-4. They compare the number of personnel in their first eight years of service in each entering cohort. These figures should help explain differences in advancement rates, the quality of individuals in each cohort or both. Higher percentages of E-3 personnel with more YOS would indicate slow advancement rates and/or lower quality personnel. The percentage of E-3 and below personnel has minimal variation over time with few exceptions. Cohorts 1978 and 1979 show a significant drop in the percentage of E-3 personnel with an accompanying increase in the percentage of E-4 personnel with the same length of service. This indicates that advancement opportunities may have been exceptionally high in 1980 and 1981. The large exodus of personnel from the two earlier cohorts noted in the previous section may also have created a need for more petty officers. This higher percentage of third-class petty officers (E-4) may also have contributed to the higher continuation rates represented in the previous section. Faster advancement opportunity is generally a good incentive to stay on active duty. There is a persistent increase in the percentage of personnel in paygrade E-4 with time in service of four through eight years. There is a corresponding decrease in the percentage of personnel in paygrade E-5 with the same length of service. This indicates difficulty in progressing from E-4 to E-5. This percentage should shift during these years with a decreasing number of

PERCENTAGE OF THOSE IN PAYGRADES E3 AND BELOW WITHIN PAYGRADES E5 AND BELOW

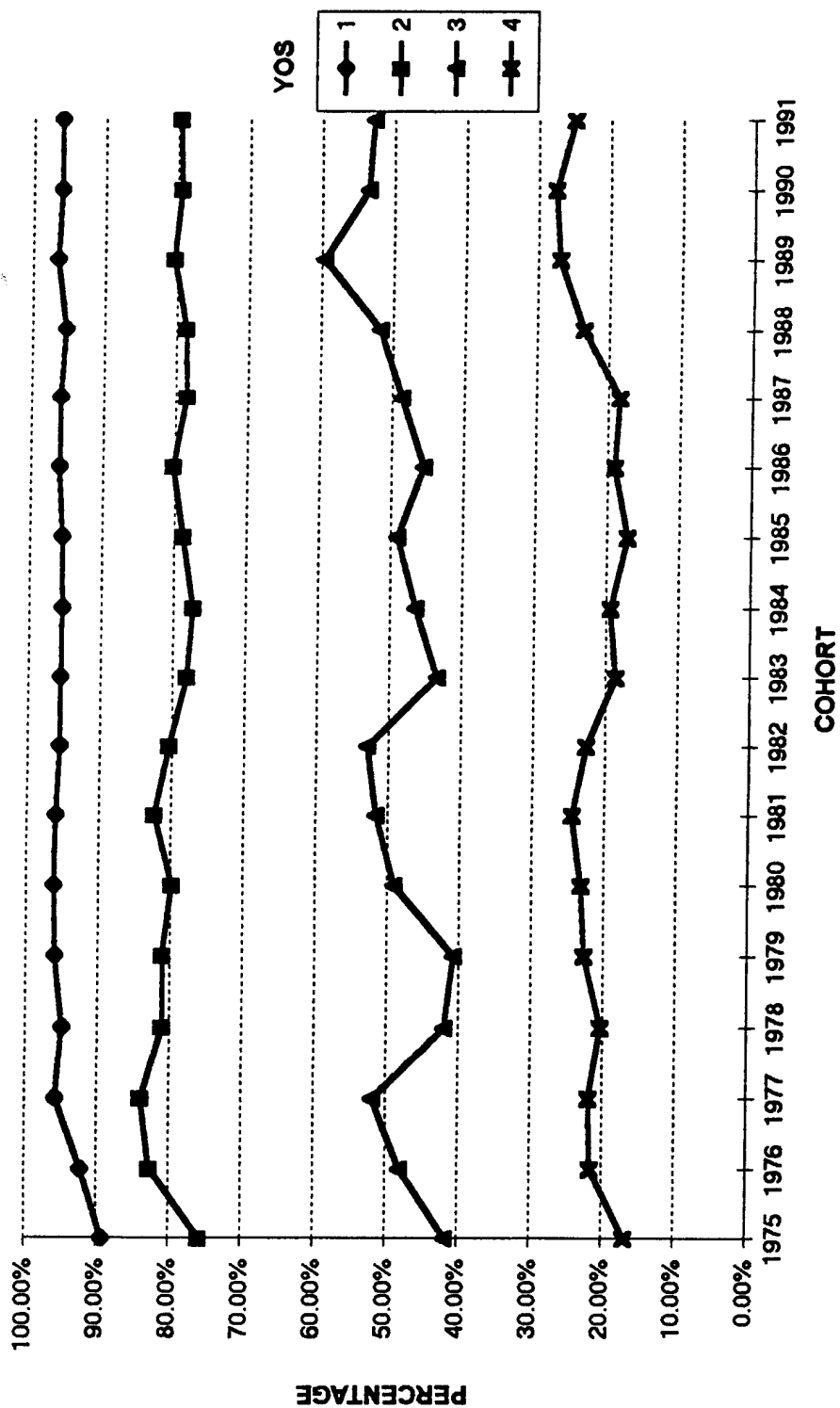


Figure 13. Percentage of those in Paygrades E-3 and below within Community of E-5 and below.

PERCENTAGE OF THOSE IN PAYGRADES E3 AND BELOW WITHIN PAYGRADES E5 AND BELOW

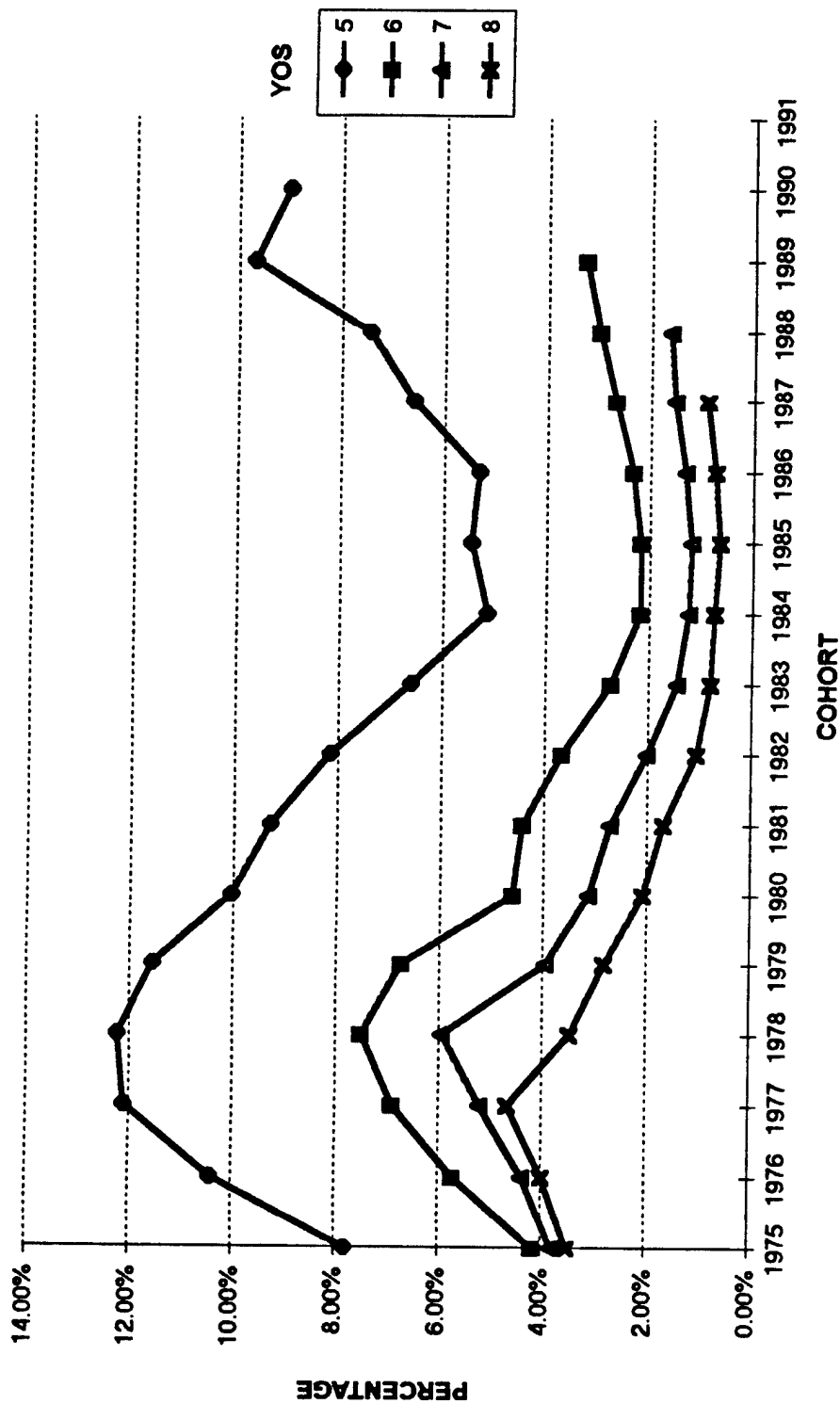


Figure 14. Percentage of those in Paygrades E-3 and below within Community of E-5 and below (continued).

PERCENTAGE OF THOSE IN PAYGRADE E-4 WITHIN PAYGRADES E-5 AND BELOW

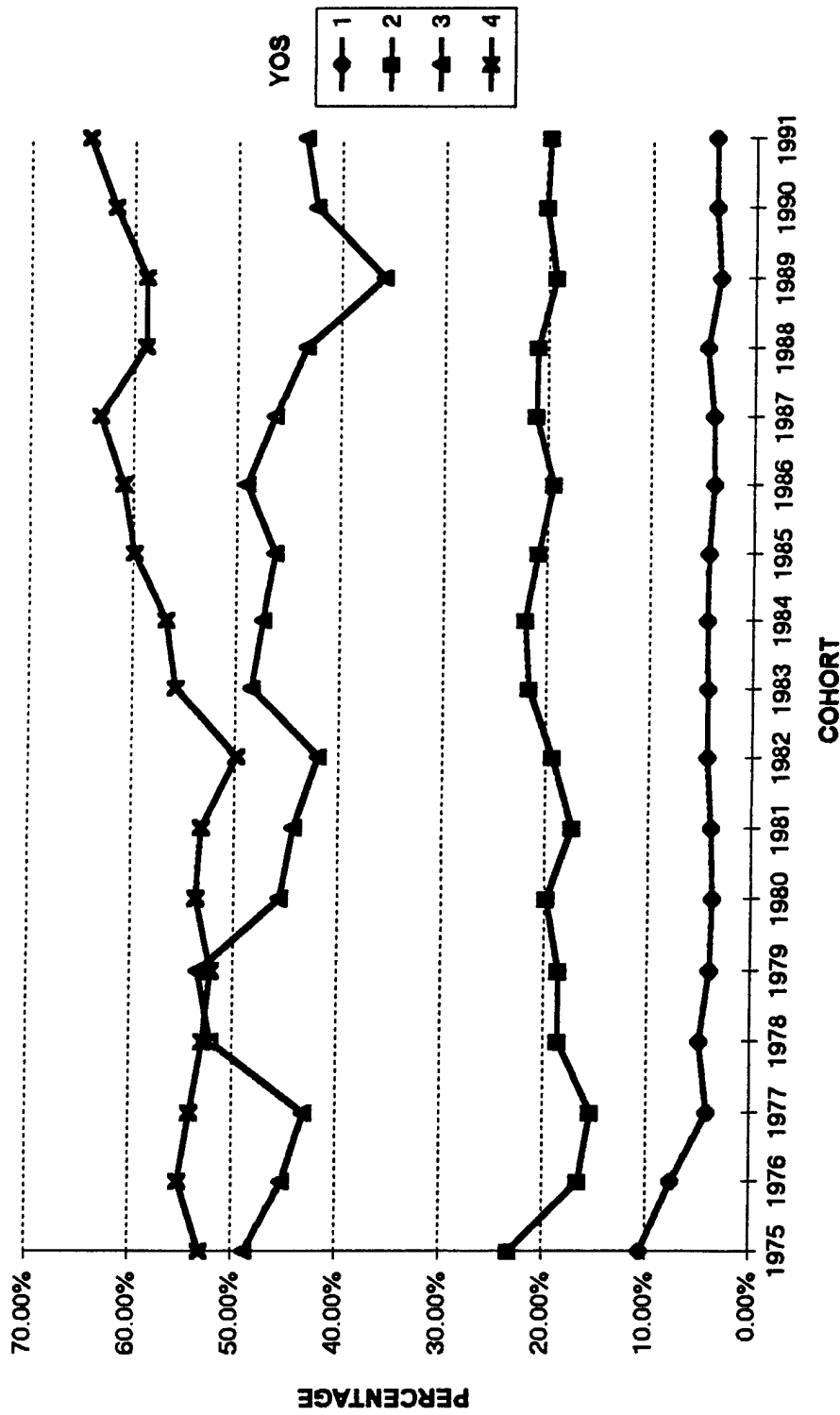


Figure 15. Percentage of those in Paygrade E-4 within Community of E-5 and below.

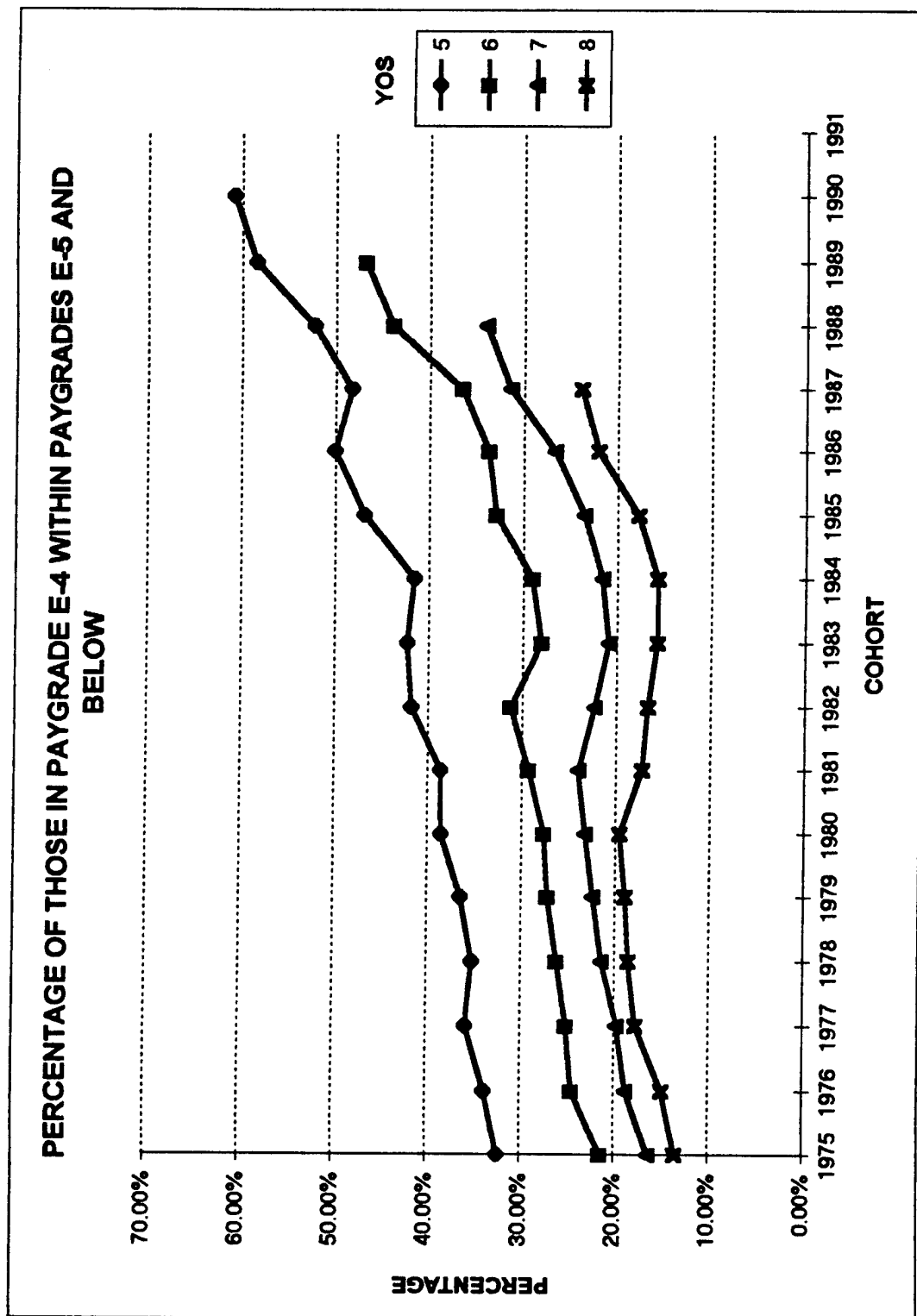


Figure 16. Percentage of those in Paygrade E-4 within Community of E-5 and below (continued).

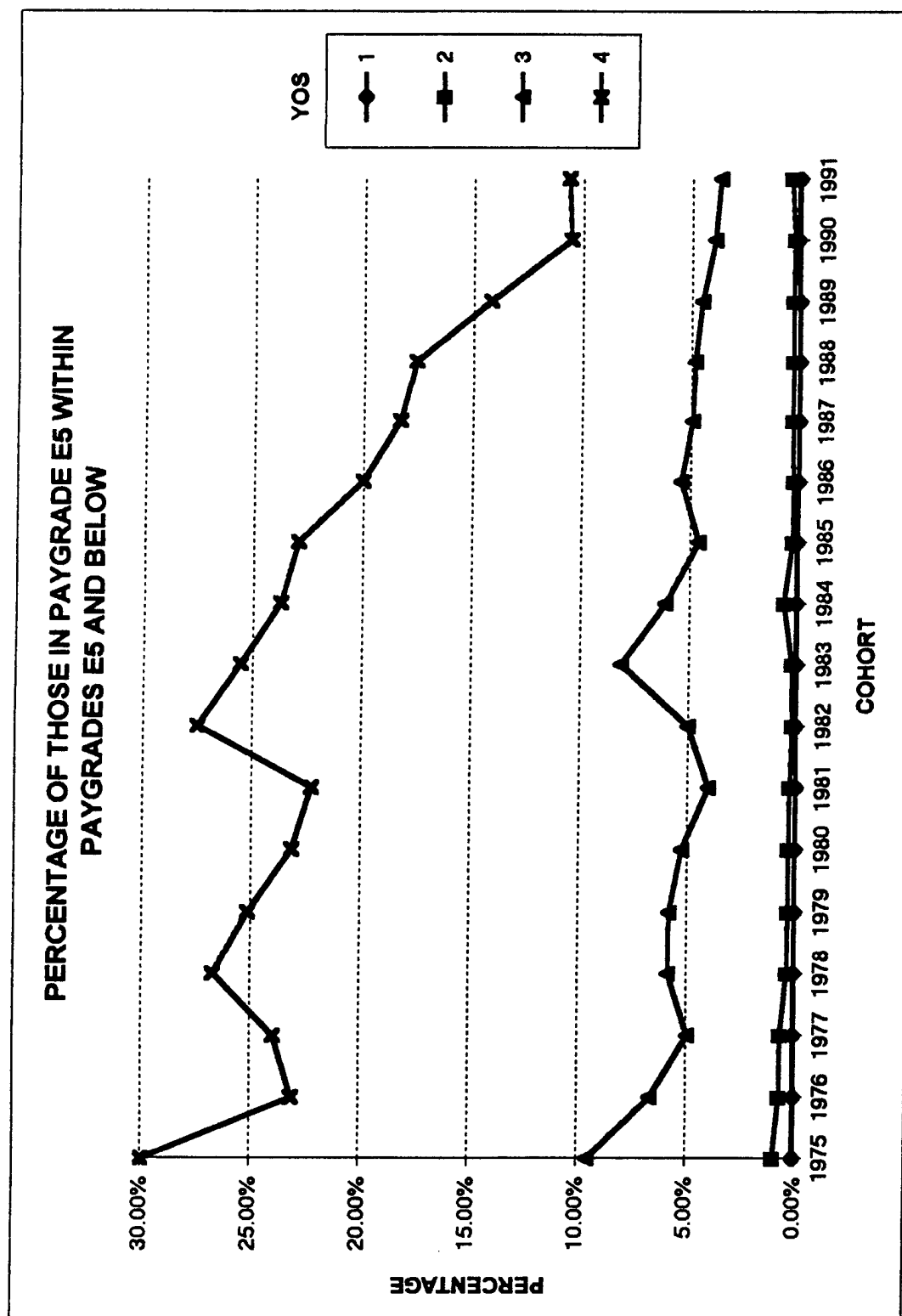


Figure 17. Percentage of those in Paygrade E-5 within Community of E-5 and below.

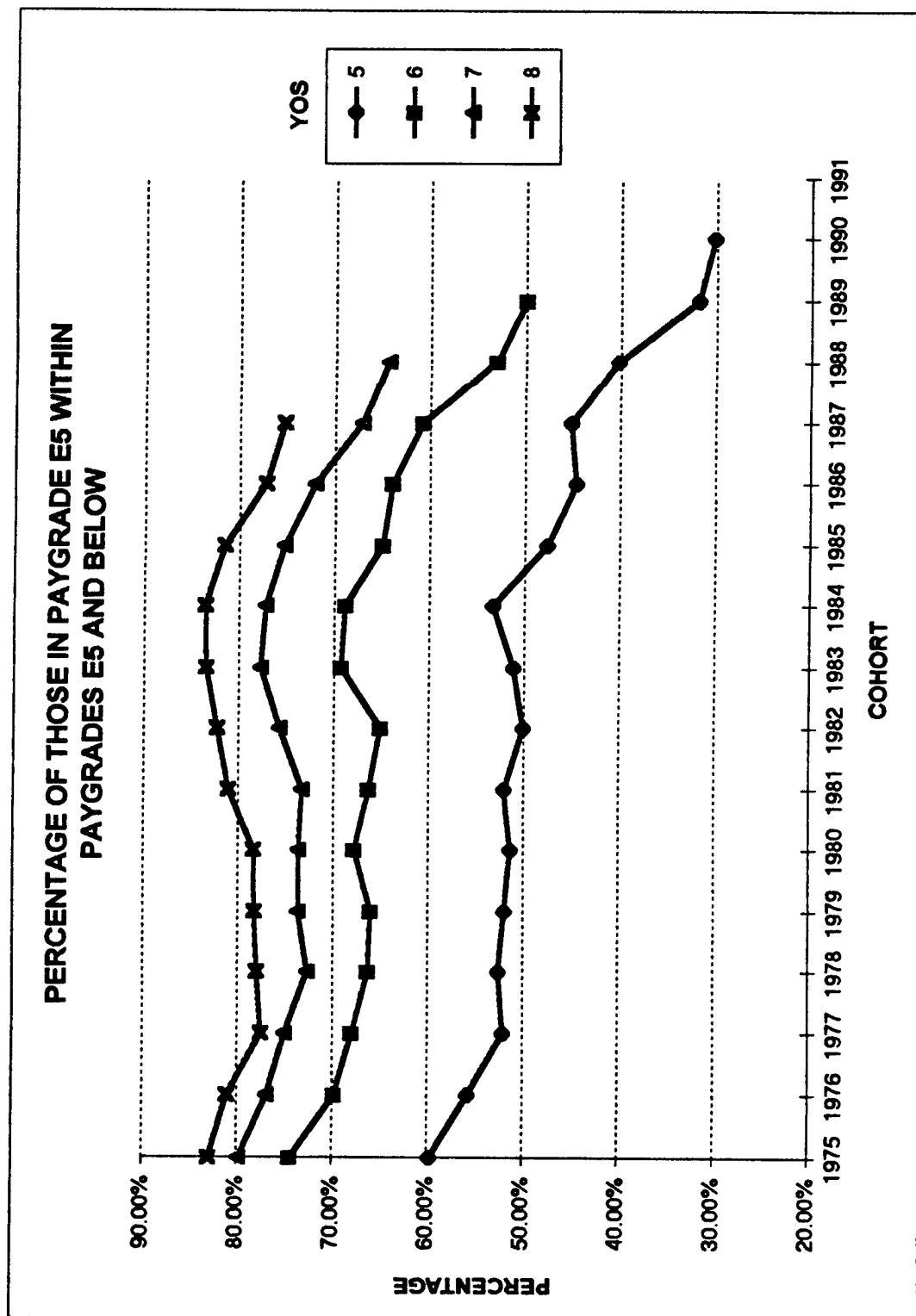


Figure 18. Percentage of those in Paygrade E-5 within Community of E-5 and below (continued).

E-4 and an increasing number of E-5 personnel. A possible reason for this is the difficulty of obtaining higher paygrades, which could be a result of more people staying in the Navy and making it a career. The number of ships peaked during the period from 1987 through 1989 (Figure 3). With decreasing manpower requirements since that time, advancement opportunities also decreased, possibly creating stagnation in the middle paygrades.

3. Size of the Force (Figures 19-22)

The size of the total enlisted force mirrors the number of active ships as shown by the similarities in the curves shown in Figures 3 and 19. The force structure appears to be determined by the size of the fleet. However, the makeup of the force, by paygrade, has changed dramatically over the twenty years of the AVF. The number of E-3 and below personnel, by individual paygrade, has fluctuated greatly (Figure 20), but when grouped together, indicate a steady decline in numbers, even during the years that the enlisted force was increasing in size (Figure 21). This decreasing number of personnel is also indicated as a decreasing percentage of the total force structure (Figure 22).

The numbers of E-4 through E-6 personnel have steadily increased until the beginning of the drawdown in 1989, at which time the number of personnel in all paygrades began decreasing. The increase of senior personnel during the 1980's was the primary reason for the increase in the total force. The percentage of the force comprised of E-5 and E-6 personnel has continued to rise, even during the drawdown. With losses greatly outnumbering accessions, it is apparent that the force is losing E-1 through E-4 (new accessions), and E-7 and above personnel (early retirement).

The numbers and percentage of E-7 and above have remained constant. This is due to the fact that, by law, each of these paygrades must be maintained at a particular percentage of the force.

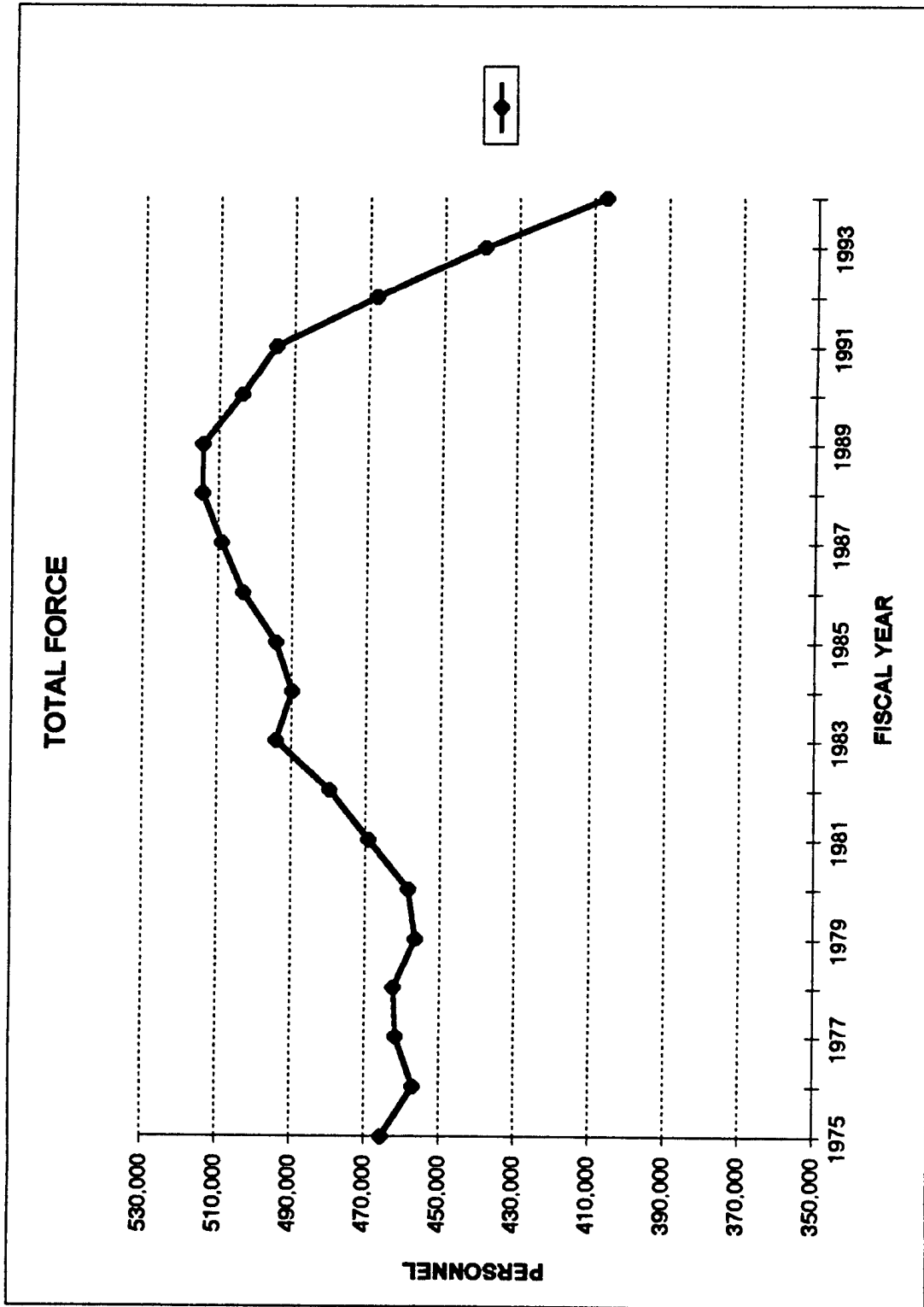


Figure 19. Total Enlisted Force at the end of each Fiscal Year.

TOTAL FORCE PAYGRADES E1 TO E3

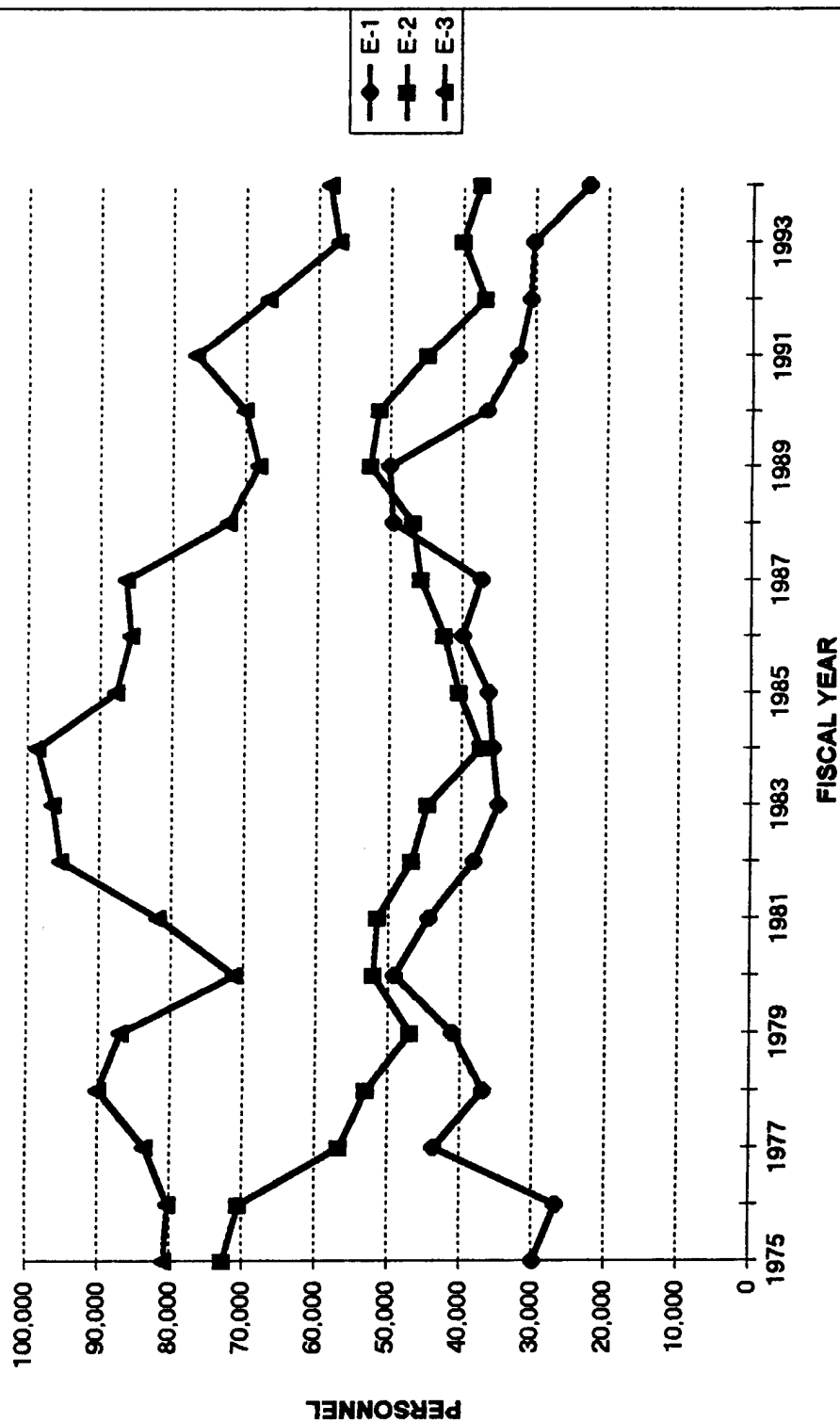


Figure 20. Paygrades E-1 to E-3, total onboard at the end of each Fiscal Year.

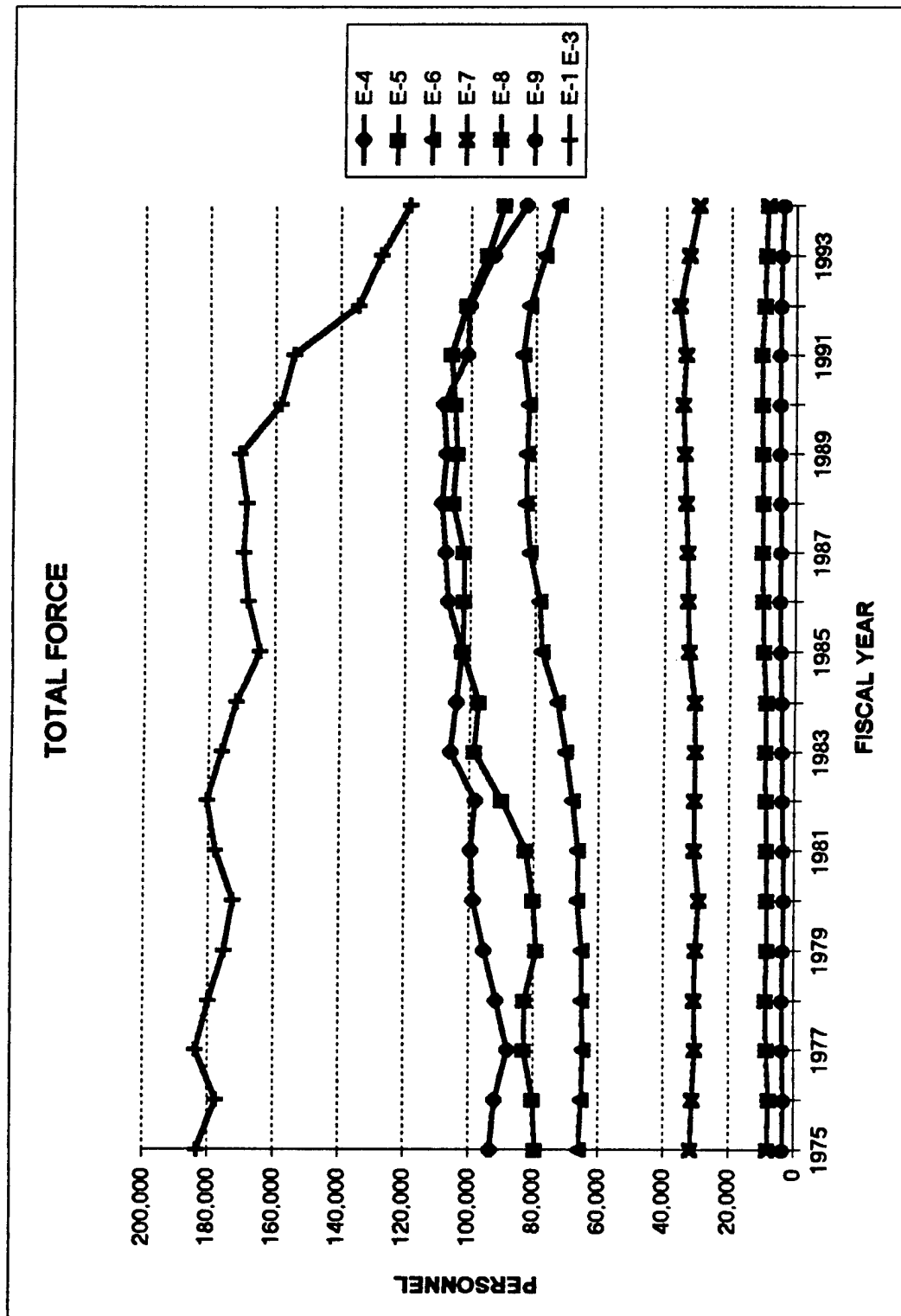


Figure 21. Total Enlisted Force onboard by Paygrade at the end of each Fiscal Year.

PERCENTAGE OF TOTAL FORCE

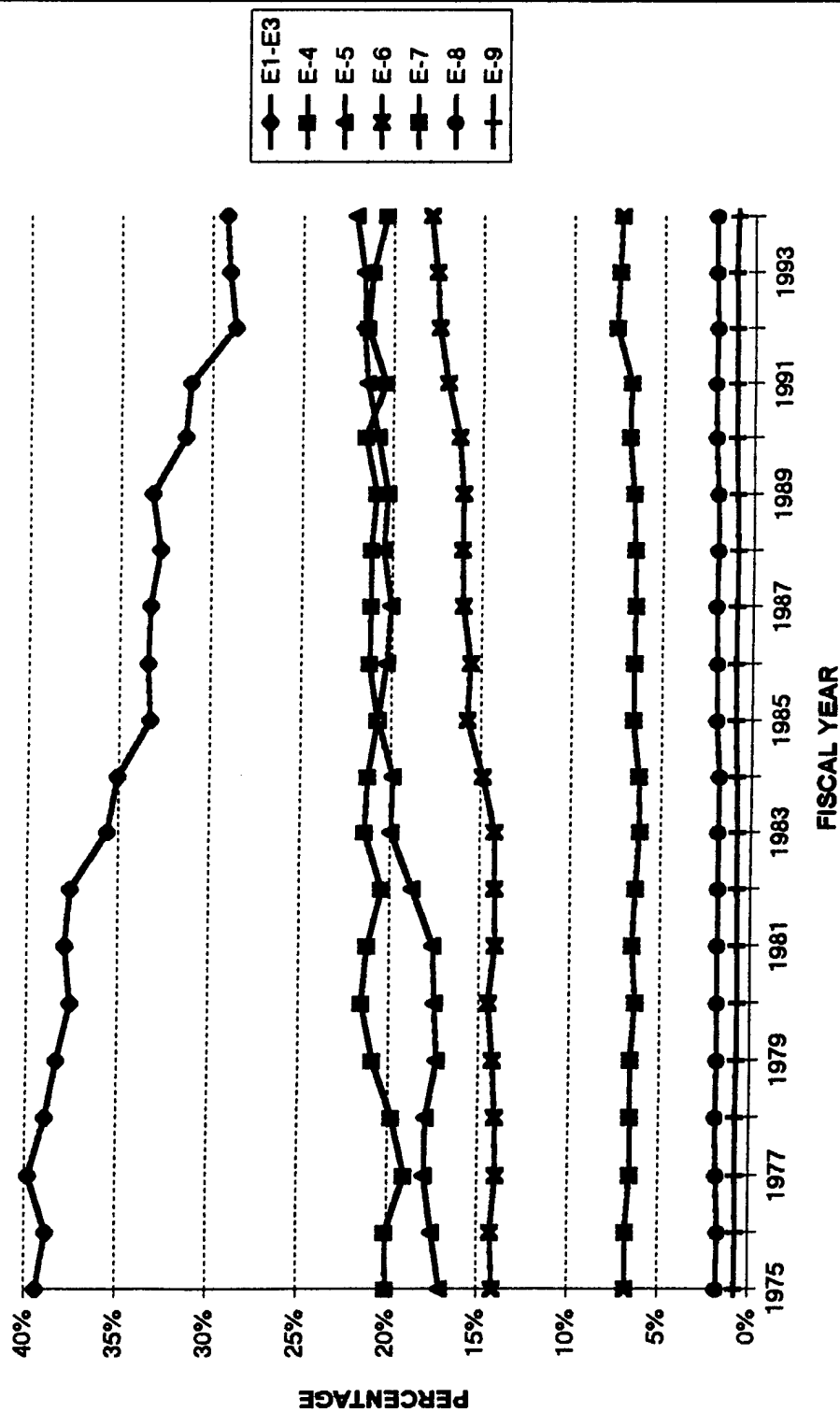


Figure 22. Representative Percentage of Total Force for each Paygrade.

4. Length of Service (see Figures 23 and 24)

The average length of service for junior enlisted, E-4 and below, has remained basically constant. There has, however, been a slight increase in length of service for E-4 personnel over the past four years. E-5 and E-6 personnel have seen the greatest increase in their length of service, starting in the mid 1980's. This would indicate increasing difficulty in obtaining paygrades E-7 through E-9. As mentioned previously, the E-7 to E-9 paygrades are required to be a certain percentage of the force and as such are driven by the size of the total force. With a decreasing total force there are fewer E-7 to E-9 personnel required, thus causing it to take longer to obtain these paygrades. Since both the length of service and the percentage of the force for the middle paygrades (E-5 to E-6) are increasing, the average length of service for the entire force has been driven up.

5. Career Force (see Figures 25-27)

The career force is comprised of individuals with five or more YOS. In 1975, the composition of the force was 41.2 percent career and 58.8 percent non-career. By 1994, these percentages were completely reversed. The period from 1985 through 1989 saw a 50-50 career mix. This was determined by Cooper to possibly be the "optimal" mix of personnel, at least at that time [Ref. 18]. The rapid change in career mix after 1989 is most likely a result of the drawdown. Accession of personnel has decreased dramatically while losses have increased. The shift to an increasingly career manned force started in the early 1980's with an increase in the percentage of 5-10 YOS personnel. This increase has shifted to the 11-20 YOS, as this group is currently increasing at the greatest rate. When the years of service are separated into reenlistment terms, a similar pattern is noticed. First-term personnel are decreasing as a percentage of the force.

AVERAGE LENGTH OF SERVICE BY PAYGRADE

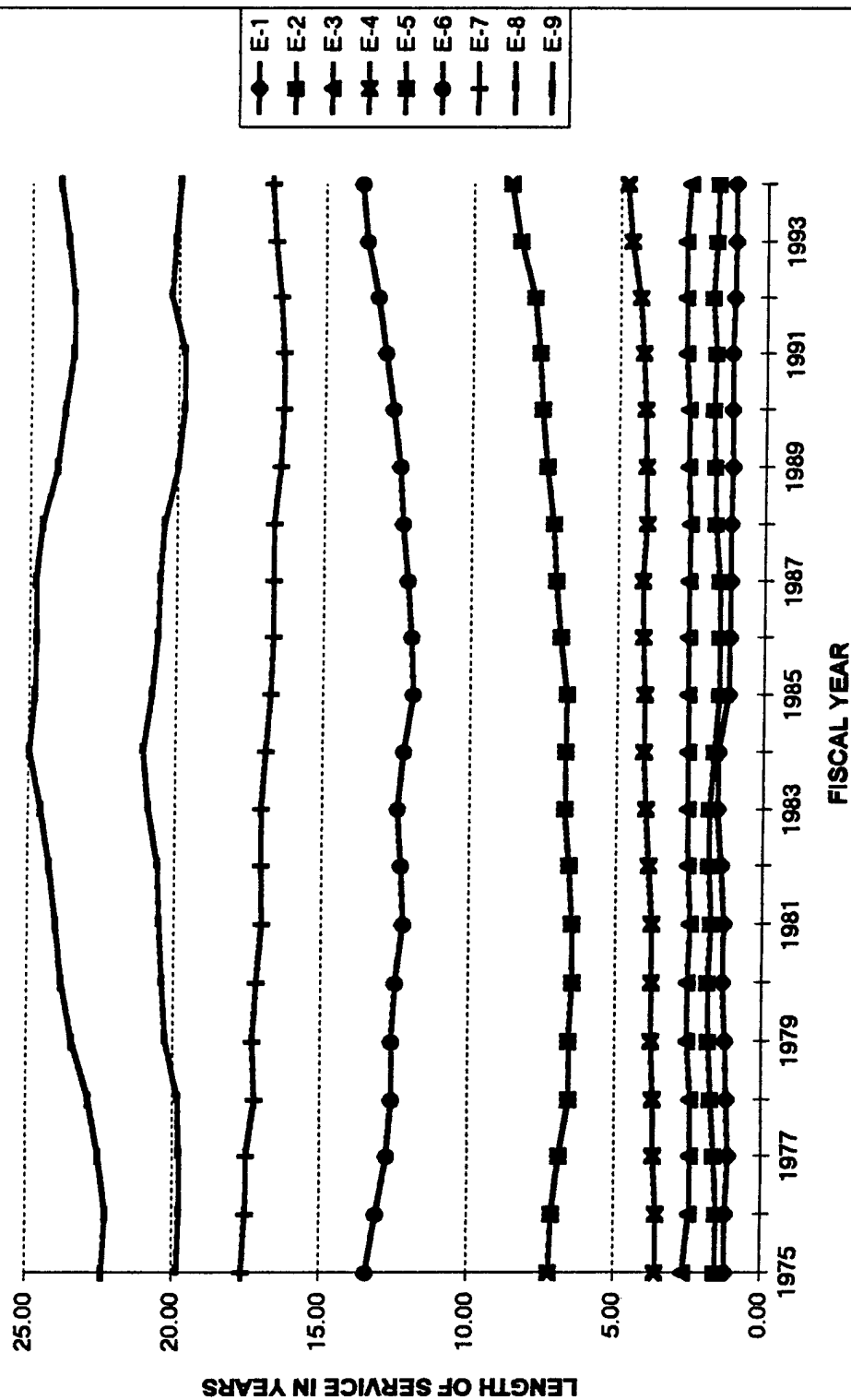


Figure 23. Average Length of Service for each Paygrade by Fiscal Year.

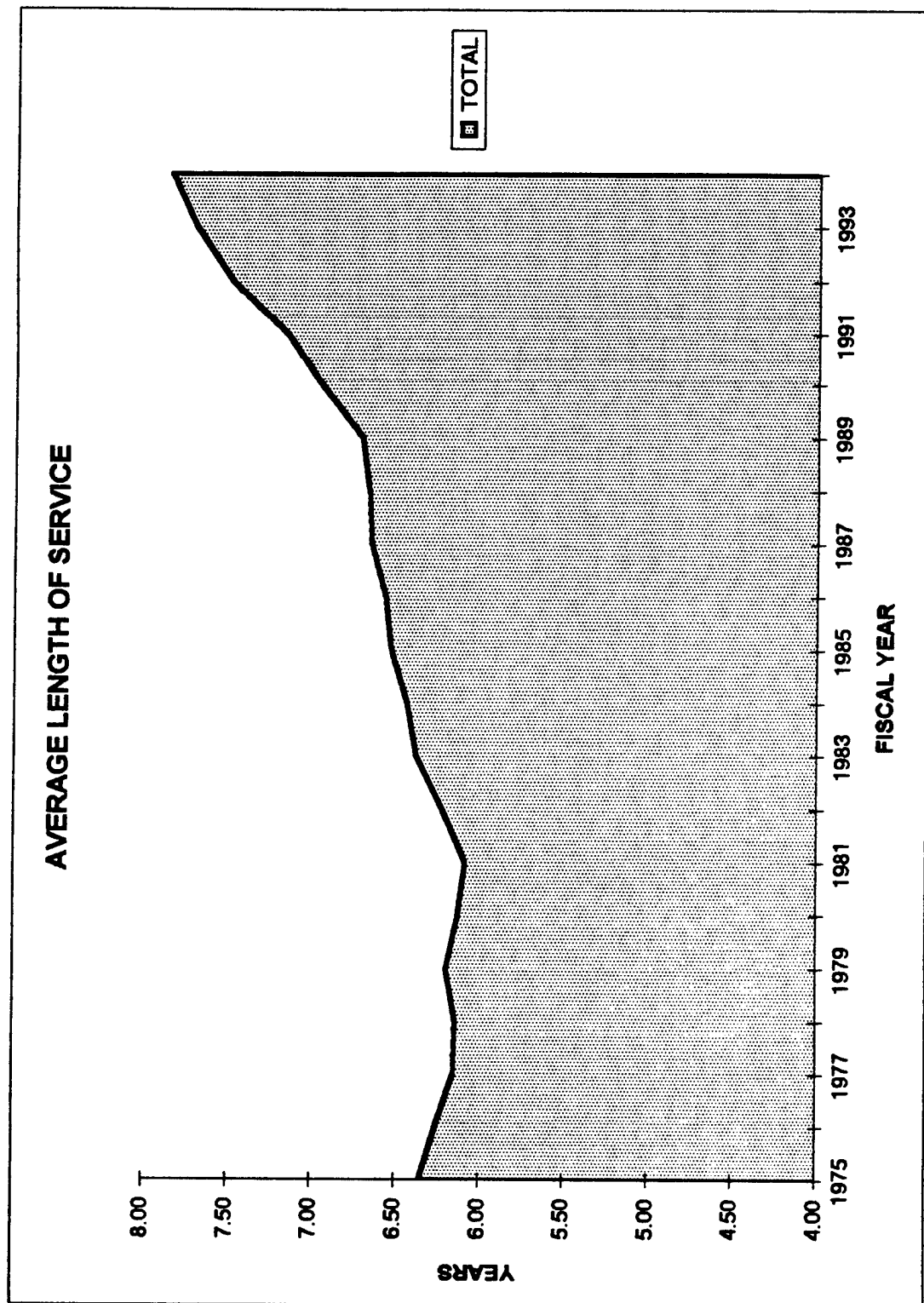


Figure 24. Average Length of Service of Total Enlisted Force.

PERCENTAGE OF CAREER FORCE VS. NON-CAREER FORCE

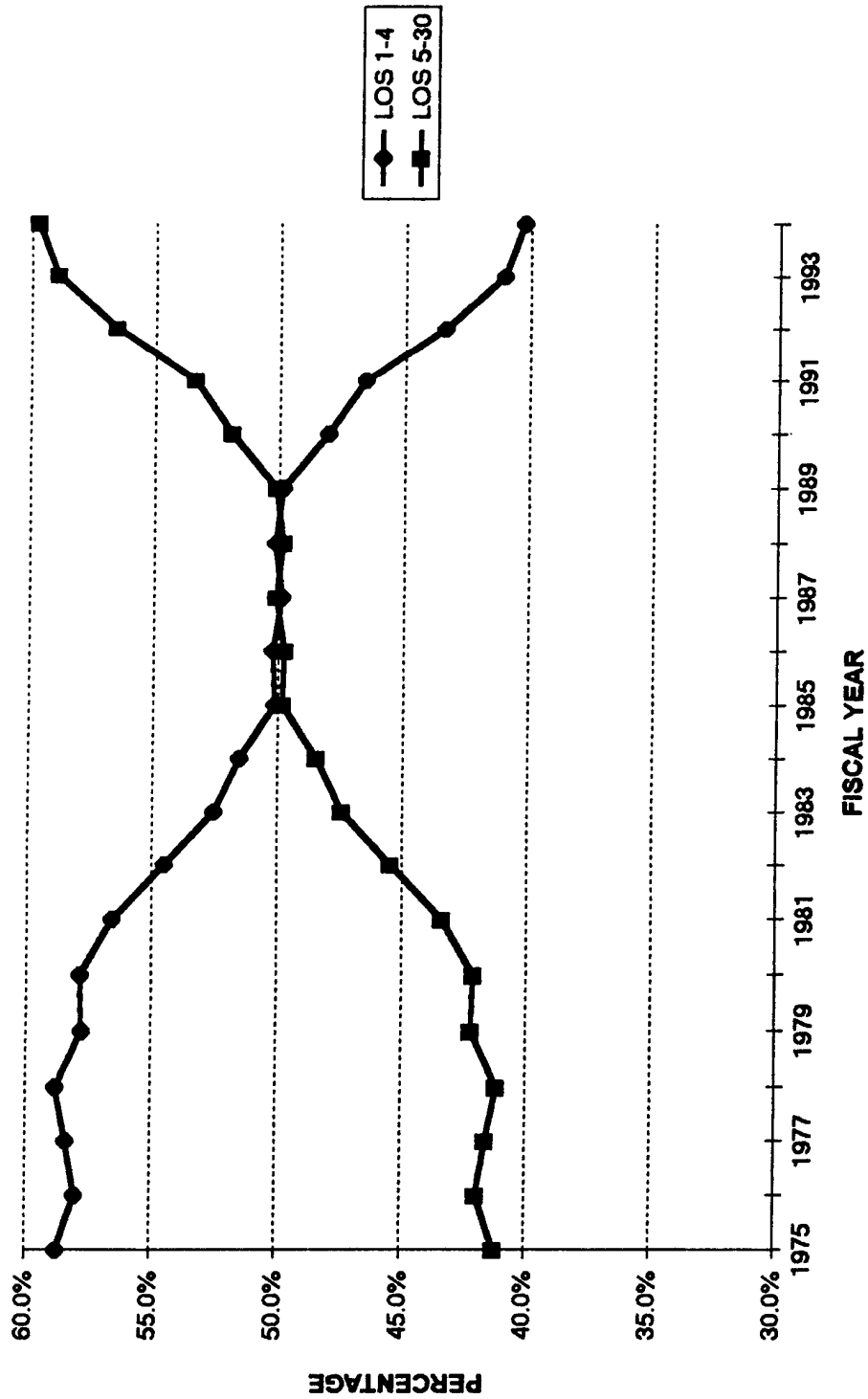


Figure 25. Change in Percentages of Career Force and Non-Career Force.

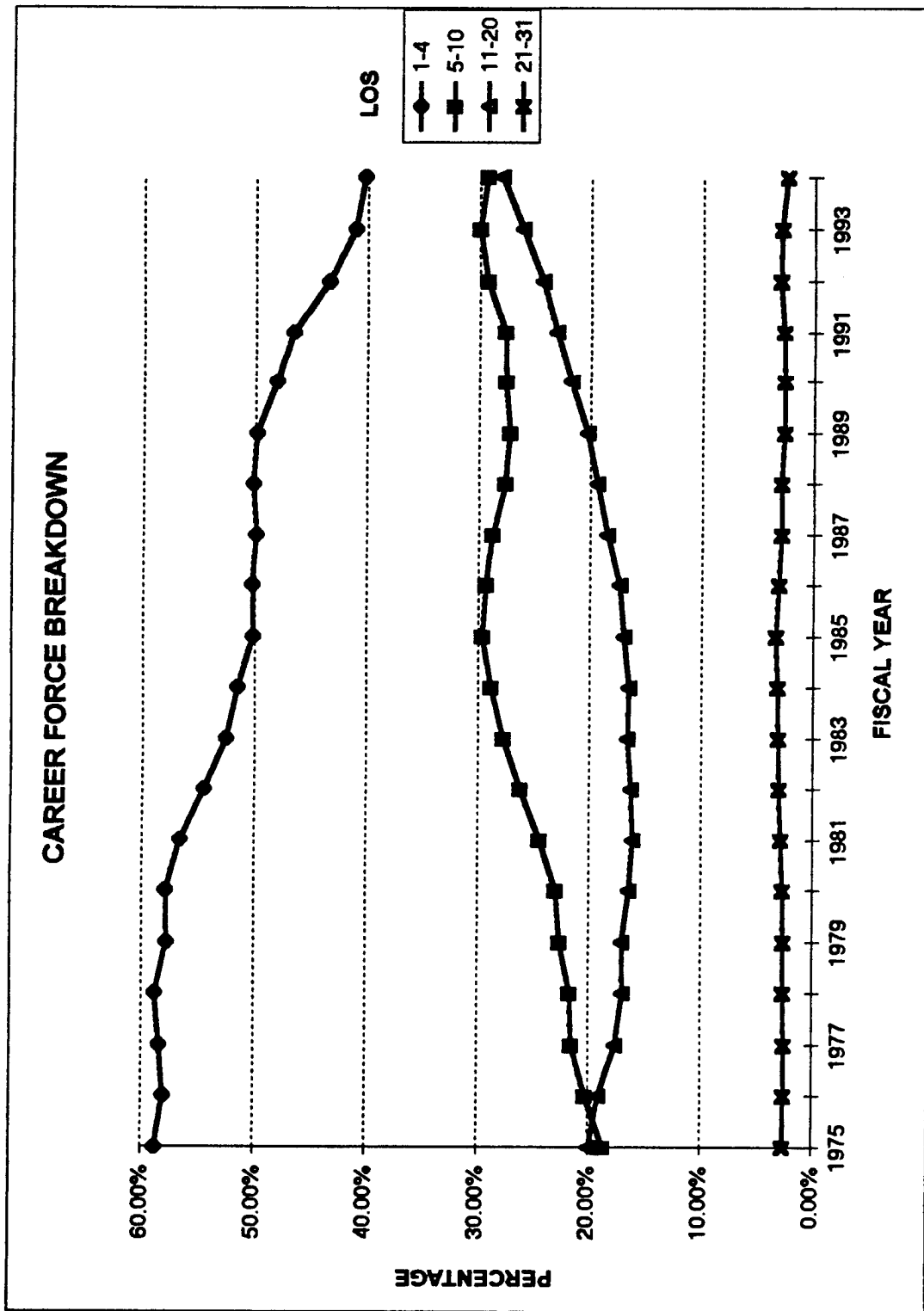


Figure 26. Percentage of Career Force by Enlistment Term.

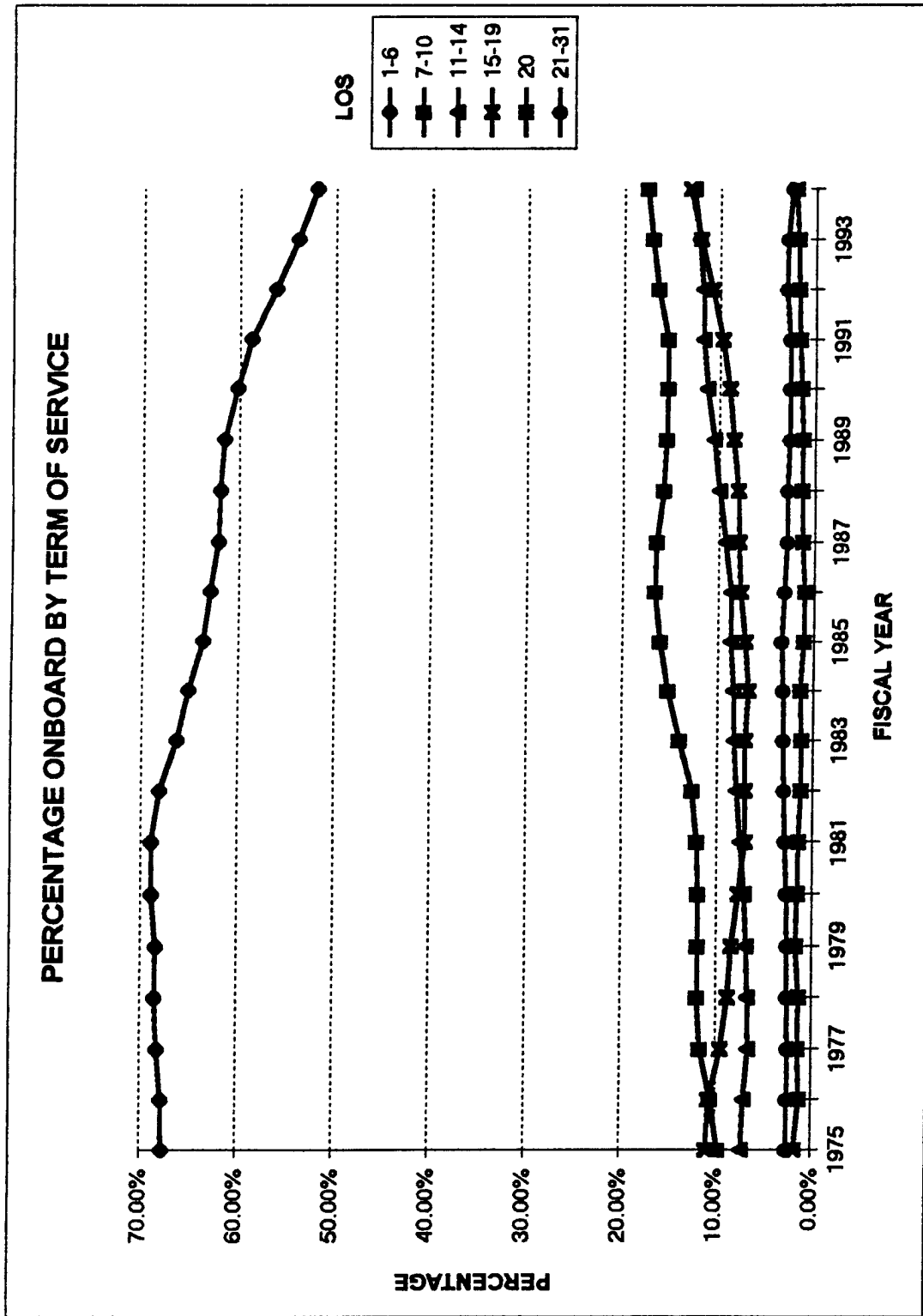


Figure 27. Percentage of Personnel onboard by Term of Service.

Second, third, and fourth-term personnel are on the rise, indicating a shift to a more career force.

6. The Future (See Figures 28 and 29)

What is the force structure likely to be in the year 2000? Utilizing Tables C-12 and C-13, graphs were done to project the future force structure using the average length of service computed from 1985 to 1994 as the base for the projections. The projection is computed in Excel, using linear extrapolation, by computing the average difference between the average length of service numbers and using this average to "forecast" the future.

Using this method, average length of service for the total force is projected to continue to rise, especially for E-5 and E-6 personnel. The percentages of non-career personnel will continue to decrease, while those in later YOS, 11-20, will rise.

A second projection exercise was undertaken to determine when a given force mix would be achieved. In particular, if we assume a 50-50 mix of career and non-career personnel is the optimal force structure, estimates were made as to when this mix would occur and what the size of the force would be at that time. By increasing the non-career numbers and decreasing the career numbers by equal percentages each year, using actual 1994 figures as the base, an optimal force would be reached in 1999. This force would have roughly 397,000 personnel. These calculations are presented in Table 2. This projected force is equivalent in size to the force projected by a Bureau of Naval Personnel brief presented to students at the Naval Postgraduate School at the end of 1993. The projected end strength for FY 1999 was 397,714.

According to the Chief of Naval Operations, as reported by the Navy News Service in June 1994, the Navy's accessions for the coming years will be approximately 56,000 individuals each year. Using this number for accessions and the projected

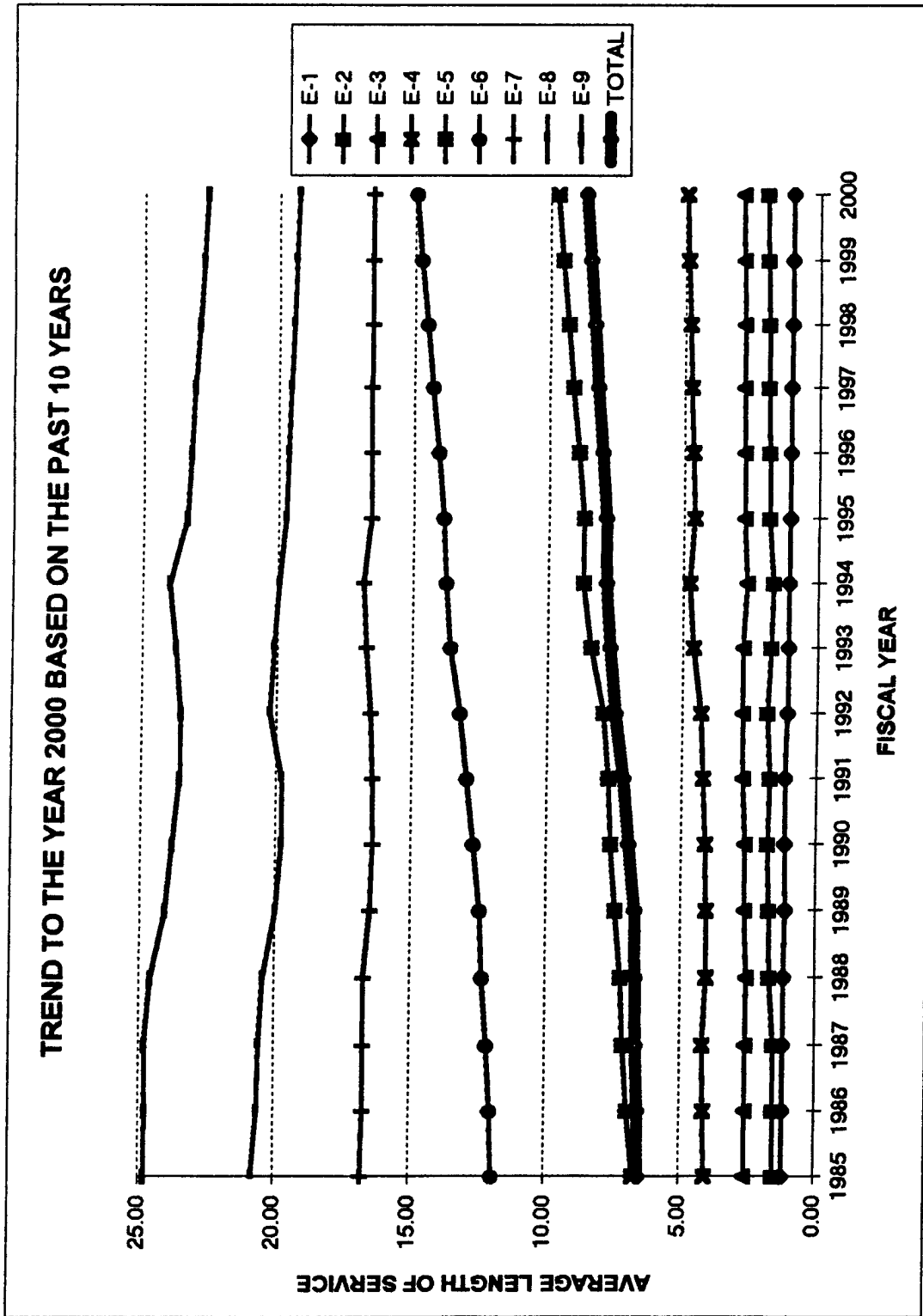


Figure 28. Projected trend of the Average Length of Service.

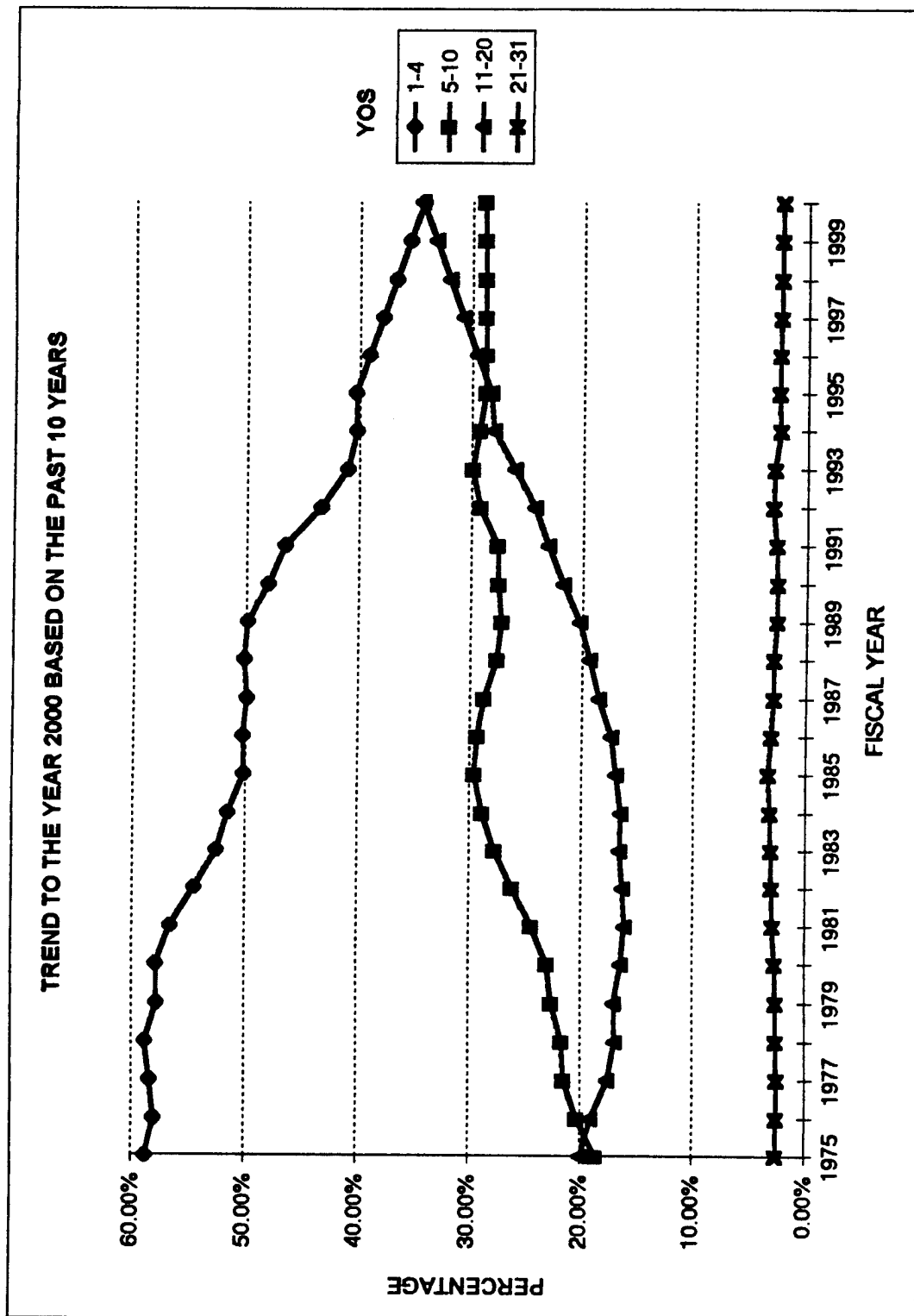


Figure 29. Projected trend of Career Personnel to the Year 2000.

| LOS 1-4 | | | | LOS 5-31 | | | |
|---------|--------------|---------|---------|----------|-------------|---------|---------|
| FY | 0.25% Change | | TOTAL | FY | 0.5% Change | | TOTAL |
| | 100.25% | 99.75% | | | 100.5% | 99.5% | |
| 1995 | 164,188 | 242,395 | 406,584 | 1995 | 164,598 | 241,788 | 406,386 |
| 1996 | 172,398 | 230,276 | 402,674 | 1996 | 172,828 | 229,699 | 402,526 |
| 1997 | 181,018 | 218,762 | 399,780 | 1997 | 181,469 | 218,214 | 399,683 |
| 1998 | 190,069 | 207,824 | 397,892 | 1998 | 190,543 | 207,303 | 397,846 |
| 1999 | 199,572 | 197,433 | 397,005 | 1999 | 200,070 | 196,938 | 397,008 |
| 2000 | 209,551 | 187,561 | 397,112 | 2000 | 210,073 | 187,091 | 397,164 |
| | | | | | | | |
| FY | 1% Change | | TOTAL | FY | 2% Change | | TOTAL |
| | 101% | 99% | | | 102% | 98% | |
| 1995 | 165,417 | 240,573 | 405,990 | 1995 | 167,055 | 238,143 | 405,198 |
| 1996 | 173,688 | 228,544 | 402,232 | 1996 | 175,407 | 226,236 | 401,643 |
| 1997 | 182,372 | 217,117 | 399,489 | 1997 | 184,178 | 214,924 | 399,102 |
| 1998 | 191,491 | 206,261 | 397,752 | 1998 | 193,387 | 204,178 | 397,564 |
| 1999 | 201,065 | 195,948 | 397,013 | 1999 | 203,056 | 193,969 | 397,025 |
| 2000 | 211,118 | 186,151 | 397,269 | 2000 | 213,209 | 184,270 | 397,479 |
| | | | | | | | |
| FY | 3% Change | | TOTAL | FY | 4% Change | | TOTAL |
| | 103% | 97% | | | 104% | 96% | |
| 1995 | 168,692 | 235,713 | 404,405 | 1995 | 170,330 | 233,283 | 403,613 |
| 1996 | 177,127 | 223,927 | 401,054 | 1996 | 178,847 | 221,619 | 400,465 |
| 1997 | 185,983 | 212,731 | 398,714 | 1997 | 187,789 | 210,538 | 398,327 |
| 1998 | 195,283 | 202,094 | 397,377 | 1998 | 197,178 | 200,011 | 397,189 |
| 1999 | 205,047 | 191,990 | 397,036 | 1999 | 207,037 | 190,010 | 397,048 |
| 2000 | 215,299 | 182,390 | 397,689 | 2000 | 217,389 | 180,510 | 397,899 |
| | | | | | | | |
| FY | 5% Change | | TOTAL | | | | |
| | 105% | 95% | | | | | |
| 1995 | 171,968 | 230,853 | 402,821 | | | | |
| 1996 | 180,566 | 219,310 | 399,877 | | | | |
| 1997 | 189,595 | 208,345 | 397,939 | | | | |
| 1998 | 199,074 | 197,927 | 397,002 | | | | |
| 1999 | 209,028 | 188,031 | 397,059 | | | | |
| 2000 | 219,480 | 178,630 | 398,109 | | | | |

Table 2. Projection to a 50-50 Career Mix from 1994 numbers by increasing Non-Career and decreasing Career Personnel.

force size of 397,714, steady-state projections of the career force were estimated (Tables 3 and 4). The methodology used to determine steady-state is described in Appendix E to this thesis.

Using survival rates from the previous period when the force had a 50-50 career mix, and assuming annual accessions of 56,000, steady-state for the non-career force is 230,991. This would present a total end strength of 461,982 enlisted personnel, far exceeding the required end strength of 397,714. Accessions would have to be 48,487 to achieve a non-career force of approximately 200,000 enlisted members using survival rates from the earlier period when a 50-50 career mix was maintained. Survival rates for the 1991 cohort were lower, and may present a more accurate basis for estimating steady-state. These indicate a non-career force size of 215,222 with a total force size of 430,444. Steady-state accessions would be set at 52,039 individuals. Accessions at 56,000 individuals appears to be greater than needed, but may be necessary to increase the non-career force to 50 percent from its current 40.3 percent.

| YOS | Cohort | | | Avg for 1985-87 | Cohort 1991 |
|-----|--------|-------|-------|--------------------|----------------|
| | 1985 | 1986 | 1987 | | |
| 1 | 100 | 100 | 100 | 100 | 100 |
| 2 | 89.77 | 90.14 | 92.27 | 90.727 | 88.522 |
| 3 | 72.96 | 72.35 | 73.40 | 72.903 | 59.635 |
| 4 | 48.87 | 48.38 | 49.31 | 48.854 | 36.168 |
| 5 | 21.44 | 21.14 | 21.67 | 21.415 | |
| 6 | 8.16 | 7.90 | 8.02 | 8.027 | |
| 7 | 2.41 | 2.34 | 2.31 | 2.355 | |
| 8 | 0.650 | 0.626 | 0.600 | 0.6252 | |
| 9 | 0.155 | 0.139 | | 0.1470 | |
| 10 | 0.031 | | | 0.0310 | |

Table 3. Survival Rates (s_t) as a Percentage.

| | |
|---|---------|
| Projected Accessions (E) | 56,000 |
| Steady State Non-Career Force using average survival rates (F) | 230,991 |
| Steady State Non-Career Force using 1991 cohort survival rates (F) | 215,222 |
| Steady State Accessions using 200,000 as Steady State Non-Career Force and average survival rates (E) | 48,487 |
| Steady State Accessions using 200,000 as Steady State Non-Career Force and 1991 cohort survival rates (E) | 52,039 |

Table 4. Steady State Distribution and
Accessions for Non-Career Force.

V. CONCLUSIONS AND RECOMMENDATIONS

A. CONCLUSIONS

Two of the important characteristics of the "hollow force" of the late 1970's were lower promotion rates and higher attrition rates, which were due to the accidental admission of low quality recruits into the military from the misnormed ASVAB. The data used for this thesis contained all AFQT categories and did not differentiate among members by AFQT categories. As a result, the findings presented the trends for the entire enlisted force in all AFQT categories and not for the sub-groups that might have verified the AFQT characteristics of the "hollow force."

The data indicate that one attribute of the hollow force was a slowdown in the pace of promotion. There were higher percentages of paygrades E-3 and below in YOS 5-8 for the cohorts that entered the Navy during the period the ASVAB was misnormed. These percentages started dropping with the 1979 cohort and continued to decline until the 1986 cohort, at which point they started to rise again. Paygrades E-4 and E-5 had minimal variation in their percentage makeup of the force in the earlier cohorts. The proportion of paygrade E-4 began to rise and the proportion of paygrade E-5 began to decline starting in fiscal year 1986. These trends continued until fiscal year 1994.

Attrition and continuation behavior steadily improved from 1975 until the beginning of the downsizing, at which point policies were instituted to encourage personnel to voluntarily leave. Continuation rates steadily improved for YOS 1-4 for the first seven cohorts, which would have extended through 1985, the fourth year of the 1982 cohort. By this time the desired force structure had been achieved and recruiting goals were being met. Thus, commanders were given

the tools to continue to mold the force by having more options to separate adverse personnel.

Beginning studies on the AVF hypothesized that the force would become more career-oriented. The data support this hypothesis: the force became comprised of a higher percentage of career personnel and, as a result, the average length of service increased. This may or may not be a good situation, especially in light of the current downsizing trend. With fewer accessions, what will happen to the force when this smaller number of entry level personnel becomes the career force in eight to ten years?

B. RECOMMENDATIONS

This type of aggregate data is difficult to use to determine all of the trends that may be pertinent to define a "hollow force," especially trends in the quality of the enlisted force. Further study on the hollow force should examine directly those individuals who were misnormed and compare them with their peers who met or exceed the true norms for entering the military.

The data did clearly highlight the aging of the force, and the growth in careerists. With the reduced accessions brought about by the current downsizing, the proportion of the force in the career ranks could possibly increase in the future. This aspect is potentially alarming and warrants further study to determine the possible effects of having such a high percentage of career personnel in the force. In particular, what are the costs and benefits of such a high proportion of career personnel?

APPENDIX A.

| LOS/PG | E-1 | E-2 | E-3 | E-4 | E-5 | E-6 | E-7 | E-8 | E-9 | TOTAL |
|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|--------------|--------------|----------------|
| 1 | 25,545 | 42,542 | 12,123 | 9,514 | 76 | 26 | 6 | 2 | 0 | 89,834 |
| 2 | 2,889 | 22,754 | 31,533 | 12,961 | 184 | 42 | 11 | 1 | 0 | 70,375 |
| 3 | 1,140 | 6,004 | 23,996 | 31,863 | 3,085 | 87 | 16 | 4 | 3 | 66,198 |
| 4 | 231 | 1,230 | 8,263 | 22,510 | 14,862 | 88 | 12 | 1 | 3 | 47,200 |
| 5 | 39 | 96 | 2,188 | 6,765 | 12,780 | 539 | 21 | 4 | 0 | 22,432 |
| 6 | 17 | 39 | 876 | 3,650 | 12,539 | 1,984 | 31 | 2 | 2 | 19,140 |
| 7 | 14 | 21 | 636 | 1,579 | 9,687 | 3,261 | 36 | 1 | 3 | 15,238 |
| 8 | 3 | 11 | 513 | 1,133 | 6,135 | 4,114 | 58 | 6 | 2 | 11,975 |
| 9 | 3 | 7 | 316 | 819 | 3,903 | 3,652 | 118 | 13 | 1 | 8,832 |
| 10 | 2 | 3 | 162 | 720 | 3,295 | 4,718 | 333 | 7 | 5 | 9,245 |
| 11 | 3 | 4 | 85 | 603 | 3,131 | 4,515 | 551 | 13 | 5 | 8,910 |
| 12 | 1 | 0 | 49 | 308 | 2,145 | 4,692 | 911 | 25 | 4 | 8,135 |
| 13 | 1 | 1 | 29 | 138 | 1,389 | 4,641 | 1,281 | 54 | 6 | 7,540 |
| 14 | 1 | 0 | 23 | 124 | 1,405 | 5,527 | 2,038 | 157 | 7 | 9,282 |
| 15 | 2 | 3 | 22 | 190 | 1,403 | 5,502 | 2,580 | 299 | 32 | 10,033 |
| 16 | 0 | 0 | 5 | 124 | 956 | 5,079 | 3,098 | 539 | 97 | 9,898 |
| 17 | 0 | 0 | 13 | 97 | 721 | 4,803 | 3,729 | 832 | 174 | 10,369 |
| 18 | 0 | 0 | 4 | 48 | 590 | 4,478 | 4,333 | 1,126 | 303 | 10,882 |
| 19 | 0 | 0 | 7 | 38 | 424 | 3,713 | 3,929 | 1,240 | 363 | 9,714 |
| 20 | 1 | 0 | 6 | 45 | 448 | 2,688 | 3,453 | 1,133 | 416 | 8,190 |
| 21 | 0 | 0 | 2 | 11 | 111 | 997 | 2,189 | 872 | 364 | 4,546 |
| 22 | 0 | 0 | 3 | 10 | 37 | 315 | 933 | 382 | 202 | 1,882 |
| 23 | 0 | 0 | 3 | 3 | 13 | 170 | 596 | 342 | 204 | 1,331 |
| 24 | 0 | 0 | 1 | 1 | 15 | 85 | 446 | 303 | 294 | 1,145 |
| 25 | 0 | 0 | 0 | 0 | 5 | 56 | 243 | 189 | 193 | 686 |
| 26 | 0 | 0 | 1 | 3 | 8 | 20 | 98 | 72 | 78 | 280 |
| 27 | 0 | 0 | 1 | 2 | 4 | 31 | 144 | 135 | 166 | 483 |
| 28 | 0 | 0 | 0 | 1 | 4 | 29 | 174 | 155 | 224 | 587 |
| 29 | 0 | 0 | 1 | 0 | 2 | 17 | 121 | 106 | 139 | 386 |
| 30 | 0 | 0 | 1 | 1 | 4 | 30 | 171 | 126 | 161 | 494 |
| 31 | 0 | 0 | 0 | 1 | 7 | 30 | 68 | 69 | 105 | 280 |
| TOTAL | 29,892 | 72,715 | 80,862 | 93,261 | 79,368 | 65,929 | 31,728 | 8,210 | 3,556 | 465,522 |

Table A-1. Navy Enlisted Force Structure for FY1975.
Source: YAFS Reports, FY1975.

| LOS/PG | E-1 | E-2 | E-3 | E-4 | E-5 | E-6 | E-7 | E-8 | E-9 | TOTAL |
|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|--------------|--------------|----------------|
| 1 | 22,956 | 43,086 | 12,735 | 6,532 | 74 | 23 | 3 | 3 | 2 | 85,414 |
| 2 | 2,431 | 21,046 | 35,612 | 18,088 | 763 | 26 | 4 | 0 | 0 | 77,970 |
| 3 | 959 | 5,046 | 22,181 | 25,459 | 2,832 | 59 | 9 | 2 | 0 | 56,547 |
| 4 | 263 | 1,103 | 6,573 | 24,822 | 12,364 | 128 | 24 | 8 | 2 | 45,287 |
| 5 | 73 | 131 | 1,932 | 7,503 | 13,637 | 621 | 20 | 2 | 3 | 23,922 |
| 6 | 18 | 42 | 628 | 4,290 | 13,651 | 2,095 | 18 | 2 | 1 | 20,745 |
| 7 | 9 | 16 | 251 | 1,760 | 9,910 | 3,058 | 23 | 2 | 4 | 15,033 |
| 8 | 3 | 7 | 150 | 1,143 | 7,916 | 5,018 | 52 | 3 | 4 | 14,296 |
| 9 | 10 | 5 | 87 | 938 | 4,582 | 5,022 | 142 | 4 | 0 | 10,790 |
| 10 | 2 | 5 | 57 | 420 | 2,909 | 4,146 | 404 | 10 | 3 | 7,956 |
| 11 | 4 | 2 | 33 | 339 | 2,476 | 4,890 | 791 | 11 | 6 | 8,552 |
| 12 | 0 | 2 | 20 | 216 | 2,429 | 4,766 | 975 | 29 | 5 | 8,442 |
| 13 | 1 | 0 | 14 | 101 | 1,577 | 4,749 | 1,370 | 88 | 4 | 7,904 |
| 14 | 0 | 0 | 3 | 60 | 985 | 4,413 | 1,831 | 144 | 11 | 7,447 |
| 15 | 0 | 0 | 8 | 43 | 983 | 5,171 | 2,600 | 295 | 23 | 9,123 |
| 16 | 1 | 0 | 8 | 58 | 1,063 | 5,110 | 3,109 | 470 | 57 | 9,876 |
| 17 | 0 | 1 | 4 | 40 | 691 | 4,562 | 3,503 | 757 | 142 | 9,700 |
| 18 | 0 | 0 | 5 | 32 | 548 | 4,185 | 4,037 | 1,042 | 248 | 10,097 |
| 19 | 0 | 0 | 1 | 16 | 435 | 3,819 | 4,276 | 1,250 | 373 | 10,170 |
| 20 | 0 | 1 | 2 | 6 | 172 | 1,736 | 2,678 | 926 | 377 | 5,898 |
| 21 | 0 | 0 | 0 | 1 | 52 | 965 | 1,971 | 792 | 365 | 4,146 |
| 22 | 0 | 0 | 0 | 0 | 29 | 424 | 1,393 | 640 | 309 | 2,795 |
| 23 | 0 | 0 | 0 | 0 | 5 | 131 | 570 | 268 | 177 | 1,151 |
| 24 | 0 | 0 | 0 | 0 | 2 | 53 | 396 | 250 | 172 | 873 |
| 25 | 0 | 0 | 0 | 0 | 1 | 36 | 317 | 231 | 265 | 850 |
| 26 | 0 | 0 | 0 | 0 | 1 | 10 | 188 | 151 | 175 | 525 |
| 27 | 0 | 0 | 0 | 0 | 0 | 2 | 61 | 58 | 61 | 182 |
| 28 | 0 | 0 | 0 | 0 | 0 | 9 | 111 | 108 | 138 | 366 |
| 29 | 0 | 0 | 0 | 0 | 0 | 8 | 146 | 130 | 189 | 473 |
| 30 | 0 | 0 | 0 | 0 | 0 | 0 | 95 | 65 | 76 | 236 |
| 31 | 0 | 0 | 0 | 0 | 0 | 2 | 33 | 44 | 88 | 167 |
| TOTAL | 26,730 | 70,493 | 80,304 | 91,867 | 80,087 | 65,237 | 31,150 | 7,785 | 3,280 | 456,933 |

Table A-2. Navy Enlisted Force Structure for FY1976.
Source: YAFS Reports, FY1976.

| LOS/PG | E-1 | E-2 | E-3 | E-4 | E-5 | E-6 | E-7 | E-8 | E-9 | TOTAL |
|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|--------------|--------------|----------------|
| 1 | 39,985 | 29,162 | 15,104 | 3,639 | 91 | 20 | 11 | 2 | 2 | 88,016 |
| 2 | 2,540 | 22,037 | 36,249 | 12,181 | 532 | 28 | 6 | 3 | 0 | 73,576 |
| 3 | 781 | 4,036 | 21,213 | 30,417 | 5,941 | 31 | 11 | 1 | 0 | 62,431 |
| 4 | 235 | 1,246 | 7,561 | 24,616 | 11,770 | 84 | 13 | 4 | 0 | 45,529 |
| 5 | 60 | 125 | 1,873 | 7,808 | 12,515 | 402 | 16 | 7 | 3 | 22,809 |
| 6 | 23 | 46 | 751 | 4,781 | 14,640 | 2,428 | 27 | 4 | 3 | 22,703 |
| 7 | 10 | 17 | 256 | 1,944 | 11,258 | 3,348 | 26 | 4 | 4 | 16,867 |
| 8 | 3 | 8 | 166 | 873 | 7,912 | 5,224 | 54 | 7 | 1 | 14,248 |
| 9 | 0 | 3 | 119 | 549 | 5,385 | 6,211 | 146 | 6 | 4 | 12,423 |
| 10 | 1 | 2 | 85 | 541 | 3,404 | 5,684 | 437 | 9 | 1 | 10,164 |
| 11 | 0 | 5 | 48 | 216 | 1,954 | 4,389 | 694 | 21 | 6 | 7,333 |
| 12 | 1 | 3 | 35 | 134 | 1,593 | 4,288 | 1,182 | 21 | 4 | 7,261 |
| 13 | 2 | 4 | 19 | 107 | 1,846 | 5,045 | 1,415 | 91 | 9 | 8,538 |
| 14 | 0 | 1 | 13 | 43 | 996 | 4,390 | 1,827 | 195 | 6 | 7,471 |
| 15 | 0 | 0 | 8 | 34 | 659 | 3,925 | 2,237 | 287 | 16 | 7,166 |
| 16 | 0 | 0 | 9 | 19 | 575 | 4,308 | 2,971 | 499 | 45 | 8,426 |
| 17 | 0 | 0 | 3 | 24 | 663 | 4,251 | 3,403 | 729 | 83 | 9,156 |
| 18 | 0 | 0 | 3 | 19 | 512 | 4,098 | 3,906 | 1,088 | 175 | 9,801 |
| 19 | 0 | 0 | 1 | 21 | 380 | 3,404 | 3,981 | 1,230 | 330 | 9,347 |
| 20 | 1 | 0 | 0 | 6 | 195 | 1,887 | 3,037 | 1,164 | 443 | 6,733 |
| 21 | 0 | 0 | 3 | 0 | 26 | 517 | 1,554 | 766 | 406 | 3,272 |
| 22 | 0 | 0 | 0 | 0 | 10 | 355 | 1,186 | 659 | 385 | 2,595 |
| 23 | 0 | 0 | 0 | 0 | 4 | 212 | 917 | 549 | 335 | 2,017 |
| 24 | 0 | 0 | 0 | 0 | 4 | 59 | 460 | 299 | 236 | 1,058 |
| 25 | 0 | 0 | 0 | 0 | 2 | 19 | 242 | 166 | 155 | 584 |
| 26 | 0 | 0 | 0 | 0 | 0 | 17 | 242 | 188 | 257 | 704 |
| 27 | 0 | 0 | 0 | 0 | 0 | 4 | 139 | 133 | 182 | 458 |
| 28 | 0 | 0 | 0 | 0 | 1 | 2 | 42 | 43 | 76 | 164 |
| 29 | 0 | 0 | 0 | 0 | 0 | 4 | 66 | 68 | 98 | 236 |
| 30 | 0 | 0 | 0 | 0 | 0 | 6 | 108 | 91 | 145 | 350 |
| 31 | 0 | 0 | 0 | 0 | 0 | 0 | 26 | 37 | 72 | 135 |
| TOTAL | 43,642 | 56,695 | 83,519 | 87,972 | 82,868 | 64,640 | 30,382 | 8,371 | 3,482 | 461,571 |

Table A-3. Navy Enlisted Force Structure for FY1977.
Source: YAFS Reports, FY1977.

| LOS/PG | E-1 | E-2 | E-3 | E-4 | E-5 | E-6 | E-7 | E-8 | E-9 | TOTAL |
|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|--------------|--------------|----------------|
| 1 | 31,954 | 22,931 | 15,400 | 3,661 | 64 | 21 | 3 | 0 | 0 | 74,034 |
| 2 | 3,435 | 23,423 | 38,600 | 12,013 | 527 | 21 | 7 | 1 | 0 | 78,027 |
| 3 | 1,126 | 5,170 | 25,475 | 29,881 | 4,399 | 42 | 5 | 4 | 0 | 66,102 |
| 4 | 296 | 1,246 | 7,522 | 28,528 | 16,114 | 68 | 8 | 1 | 0 | 53,783 |
| 5 | 40 | 150 | 1,682 | 8,166 | 14,215 | 142 | 17 | 3 | 0 | 24,415 |
| 6 | 19 | 48 | 660 | 4,412 | 14,003 | 1,195 | 17 | 6 | 2 | 20,362 |
| 7 | 16 | 14 | 266 | 2,391 | 11,360 | 3,358 | 36 | 5 | 1 | 17,447 |
| 8 | 2 | 9 | 165 | 1,024 | 7,441 | 6,611 | 71 | 2 | 5 | 15,330 |
| 9 | 1 | 7 | 100 | 476 | 4,310 | 6,521 | 300 | 4 | 2 | 11,721 |
| 10 | 0 | 6 | 69 | 317 | 2,848 | 6,935 | 625 | 10 | 4 | 10,814 |
| 11 | 1 | 0 | 34 | 264 | 2,027 | 5,622 | 1,120 | 17 | 1 | 9,086 |
| 12 | 0 | 3 | 20 | 133 | 1,171 | 4,350 | 1,238 | 33 | 6 | 6,954 |
| 13 | 0 | 1 | 23 | 71 | 935 | 4,038 | 1,723 | 59 | 4 | 6,854 |
| 14 | 0 | 3 | 13 | 59 | 1,098 | 4,910 | 1,975 | 157 | 7 | 8,222 |
| 15 | 0 | 0 | 8 | 24 | 592 | 3,981 | 2,316 | 283 | 10 | 7,214 |
| 16 | 0 | 1 | 5 | 25 | 385 | 3,425 | 2,687 | 423 | 27 | 6,978 |
| 17 | 0 | 0 | 3 | 19 | 331 | 3,729 | 3,223 | 844 | 79 | 8,228 |
| 18 | 0 | 0 | 4 | 13 | 404 | 3,774 | 3,524 | 1,141 | 129 | 8,989 |
| 19 | 0 | 0 | 2 | 14 | 335 | 3,470 | 3,892 | 1,396 | 251 | 9,360 |
| 20 | 0 | 0 | 1 | 8 | 189 | 1,747 | 2,853 | 1,170 | 391 | 6,359 |
| 21 | 0 | 0 | 0 | 2 | 46 | 581 | 1,841 | 929 | 468 | 3,867 |
| 22 | 0 | 0 | 1 | 0 | 8 | 187 | 969 | 610 | 433 | 2,208 |
| 23 | 0 | 0 | 0 | 1 | 1 | 157 | 740 | 495 | 402 | 1,796 |
| 24 | 0 | 0 | 0 | 0 | 1 | 87 | 586 | 428 | 380 | 1,482 |
| 25 | 0 | 0 | 0 | 0 | 0 | 37 | 318 | 227 | 250 | 832 |
| 26 | 0 | 0 | 0 | 0 | 0 | 6 | 181 | 125 | 160 | 472 |
| 27 | 0 | 0 | 0 | 0 | 0 | 9 | 134 | 126 | 241 | 510 |
| 28 | 0 | 0 | 0 | 0 | 0 | 2 | 84 | 102 | 163 | 351 |
| 29 | 0 | 0 | 0 | 0 | 0 | 2 | 34 | 32 | 80 | 148 |
| 30 | 0 | 0 | 0 | 0 | 0 | 2 | 47 | 52 | 77 | 178 |
| 31 | 0 | 0 | 0 | 0 | 0 | 2 | 24 | 41 | 86 | 153 |
| TOTAL | 36,890 | 53,012 | 90,053 | 91,502 | 82,804 | 65,032 | 30,598 | 8,726 | 3,659 | 462,276 |

Table A-4. Navy Enlisted Force Structure for FY1978.
Source: YAFS Reports, FY1978.

| LOS/PG | E-1 | E-2 | E-3 | E-4 | E-5 | E-6 | E-7 | E-8 | E-9 | TOTAL |
|--------|--------|--------|--------|--------|--------|--------|--------|-------|-------|---------|
| 1 | 34,727 | 20,113 | 14,561 | 2,862 | 46 | 18 | 5 | 1 | 2 | 72,335 |
| 2 | 3,728 | 18,086 | 31,420 | 12,199 | 250 | 30 | 3 | 1 | 0 | 65,717 |
| 3 | 1,976 | 6,593 | 27,955 | 30,333 | 3,480 | 30 | 10 | 2 | 0 | 70,379 |
| 4 | 571 | 1,869 | 9,542 | 30,590 | 12,796 | 70 | 6 | 3 | 0 | 55,447 |
| 5 | 85 | 204 | 1,933 | 9,223 | 17,010 | 129 | 5 | 4 | 0 | 28,593 |
| 6 | 22 | 78 | 728 | 4,752 | 13,331 | 1,096 | 13 | 7 | 0 | 20,027 |
| 7 | 15 | 24 | 317 | 2,499 | 11,085 | 2,079 | 21 | 8 | 3 | 16,051 |
| 8 | 8 | 6 | 184 | 1,388 | 7,932 | 5,954 | 43 | 4 | 1 | 15,520 |
| 9 | 0 | 5 | 132 | 640 | 4,027 | 7,774 | 131 | 2 | 2 | 12,713 |
| 10 | 0 | 2 | 80 | 309 | 2,469 | 6,950 | 408 | 4 | 2 | 10,224 |
| 11 | 0 | 2 | 43 | 180 | 1,702 | 6,682 | 916 | 9 | 4 | 9,538 |
| 12 | 1 | 1 | 42 | 132 | 1,436 | 5,482 | 1,467 | 17 | 1 | 8,579 |
| 13 | 0 | 1 | 23 | 79 | 795 | 4,035 | 1,659 | 34 | 6 | 6,632 |
| 14 | 0 | 1 | 11 | 50 | 635 | 3,714 | 2,118 | 88 | 5 | 6,622 |
| 15 | 0 | 1 | 11 | 40 | 687 | 4,513 | 2,480 | 174 | 7 | 7,913 |
| 16 | 0 | 0 | 5 | 15 | 375 | 3,500 | 2,754 | 319 | 14 | 6,982 |
| 17 | 0 | 1 | 5 | 16 | 257 | 2,935 | 2,948 | 555 | 35 | 6,752 |
| 18 | 0 | 0 | 0 | 17 | 203 | 3,154 | 3,557 | 1,047 | 95 | 8,073 |
| 19 | 0 | 0 | 1 | 10 | 286 | 3,263 | 3,694 | 1,360 | 163 | 8,777 |
| 20 | 0 | 0 | 1 | 4 | 205 | 2,508 | 3,376 | 1,354 | 320 | 7,768 |
| 21 | 0 | 0 | 0 | 2 | 50 | 596 | 1,638 | 928 | 344 | 3,558 |
| 22 | 0 | 0 | 0 | 1 | 7 | 272 | 1,077 | 671 | 395 | 2,423 |
| 23 | 0 | 0 | 0 | 0 | 3 | 95 | 568 | 466 | 372 | 1,504 |
| 24 | 0 | 0 | 0 | 0 | 1 | 75 | 466 | 375 | 348 | 1,265 |
| 25 | 0 | 0 | 0 | 0 | 1 | 32 | 375 | 380 | 360 | 1,148 |
| 26 | 0 | 0 | 0 | 0 | 0 | 19 | 221 | 206 | 227 | 673 |
| 27 | 0 | 0 | 0 | 0 | 0 | 1 | 113 | 89 | 140 | 343 |
| 28 | 0 | 0 | 0 | 0 | 0 | 4 | 92 | 99 | 207 | 402 |
| 29 | 0 | 0 | 0 | 0 | 0 | 1 | 66 | 84 | 156 | 307 |
| 30 | 0 | 0 | 0 | 0 | 0 | 1 | 26 | 25 | 65 | 117 |
| 31 | 0 | 0 | 0 | 0 | 0 | 0 | 10 | 29 | 79 | 118 |
| TOTAL | 41,133 | 46,987 | 86,994 | 95,341 | 79,069 | 65,012 | 30,266 | 8,345 | 3,353 | 456,500 |

Table A-5. Navy Enlisted Force Structure for FY1979.
Source: YAFS Reports, FY1979.

| LOS/PG | E-1 | E-2 | E-3 | E-4 | E-5 | E-6 | E-7 | E-8 | E-9 | TOTAL |
|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|--------------|--------------|----------------|
| 1 | 38,023 | 22,215 | 15,091 | 2,936 | 45 | 9 | 2 | 1 | 0 | 78,322 |
| 2 | 7,387 | 19,953 | 26,068 | 12,226 | 229 | 30 | 7 | 1 | 1 | 65,902 |
| 3 | 2,385 | 6,563 | 16,488 | 31,598 | 3,551 | 30 | 5 | 2 | 0 | 60,622 |
| 4 | 1,134 | 2,869 | 9,267 | 32,707 | 14,480 | 48 | 7 | 3 | 0 | 60,515 |
| 5 | 138 | 318 | 2,447 | 9,409 | 15,550 | 243 | 7 | 2 | 1 | 28,115 |
| 6 | 41 | 96 | 737 | 4,487 | 15,587 | 1,533 | 11 | 3 | 1 | 22,496 |
| 7 | 14 | 40 | 423 | 2,365 | 10,331 | 2,474 | 17 | 6 | 0 | 15,670 |
| 8 | 10 | 10 | 263 | 1,324 | 7,703 | 5,246 | 27 | 7 | 3 | 14,593 |
| 9 | 3 | 7 | 186 | 777 | 4,261 | 7,865 | 87 | 6 | 1 | 13,193 |
| 10 | 3 | 4 | 95 | 335 | 2,457 | 8,020 | 407 | 5 | 3 | 11,329 |
| 11 | 3 | 1 | 61 | 188 | 1,456 | 6,626 | 785 | 7 | 1 | 9,128 |
| 12 | 1 | 2 | 43 | 108 | 1,136 | 6,076 | 1,612 | 9 | 4 | 8,991 |
| 13 | 2 | 1 | 35 | 85 | 1,012 | 4,803 | 2,145 | 27 | 3 | 8,113 |
| 14 | 0 | 0 | 13 | 44 | 525 | 3,568 | 2,151 | 64 | 6 | 6,371 |
| 15 | 0 | 1 | 15 | 37 | 450 | 3,306 | 2,395 | 178 | 6 | 6,388 |
| 16 | 0 | 3 | 6 | 25 | 461 | 4,098 | 2,804 | 306 | 8 | 7,711 |
| 17 | 0 | 0 | 7 | 12 | 245 | 3,079 | 2,843 | 588 | 22 | 6,796 |
| 18 | 0 | 0 | 5 | 10 | 193 | 2,619 | 2,804 | 932 | 65 | 6,628 |
| 19 | 0 | 0 | 1 | 12 | 144 | 2,877 | 3,402 | 1,346 | 145 | 7,927 |
| 20 | 0 | 0 | 0 | 10 | 177 | 2,452 | 2,983 | 1,369 | 249 | 7,240 |
| 21 | 0 | 0 | 0 | 1 | 51 | 844 | 1,753 | 999 | 354 | 4,002 |
| 22 | 0 | 1 | 0 | 0 | 13 | 314 | 1,012 | 705 | 341 | 2,386 |
| 23 | 0 | 0 | 0 | 0 | 4 | 156 | 670 | 503 | 323 | 1,656 |
| 24 | 0 | 0 | 0 | 0 | 0 | 46 | 361 | 355 | 327 | 1,089 |
| 25 | 0 | 0 | 0 | 1 | 0 | 44 | 301 | 283 | 312 | 941 |
| 26 | 0 | 0 | 0 | 0 | 0 | 19 | 260 | 290 | 346 | 915 |
| 27 | 0 | 0 | 0 | 0 | 0 | 12 | 128 | 147 | 205 | 492 |
| 28 | 0 | 0 | 0 | 0 | 0 | 1 | 76 | 70 | 113 | 260 |
| 29 | 0 | 0 | 0 | 0 | 0 | 1 | 66 | 89 | 184 | 340 |
| 30 | 0 | 0 | 0 | 0 | 0 | 2 | 40 | 51 | 118 | 211 |
| 31 | 0 | 0 | 0 | 0 | 0 | 1 | 13 | 20 | 77 | 111 |
| TOTAL | 49,144 | 52,084 | 71,251 | 98,697 | 80,061 | 66,442 | 29,181 | 8,374 | 3,219 | 458,453 |

Table A-6. Navy Enlisted Force Structure for FY1980.
Source: YAFS Reports, FY1980.

| LOS/PG | E-1 | E-2 | E-3 | E-4 | E-5 | E-6 | E-7 | E-8 | E-9 | TOTAL |
|--------|--------|--------|--------|--------|--------|--------|--------|-------|-------|---------|
| 1 | 36,848 | 25,646 | 15,977 | 3,200 | 41 | 14 | 4 | 1 | 0 | 81,731 |
| 2 | 3,982 | 17,958 | 36,040 | 14,396 | 250 | 21 | 6 | 2 | 0 | 72,655 |
| 3 | 2,186 | 5,007 | 17,050 | 31,772 | 3,459 | 32 | 10 | 0 | 0 | 59,516 |
| 4 | 1,032 | 2,110 | 7,360 | 27,292 | 13,783 | 49 | 9 | 2 | 1 | 51,638 |
| 5 | 316 | 532 | 3,269 | 12,178 | 17,722 | 279 | 11 | 3 | 1 | 34,311 |
| 6 | 80 | 168 | 991 | 5,308 | 15,127 | 1,952 | 12 | 3 | 0 | 23,641 |
| 7 | 33 | 48 | 434 | 2,217 | 10,814 | 3,804 | 23 | 4 | 1 | 17,378 |
| 8 | 14 | 30 | 274 | 1,386 | 7,412 | 5,182 | 33 | 5 | 3 | 14,339 |
| 9 | 13 | 14 | 176 | 769 | 4,740 | 7,082 | 119 | 4 | 5 | 12,922 |
| 10 | 5 | 9 | 125 | 468 | 3,034 | 7,901 | 522 | 4 | 3 | 12,071 |
| 11 | 1 | 4 | 63 | 210 | 1,752 | 7,097 | 1,134 | 5 | 2 | 10,268 |
| 12 | 2 | 2 | 46 | 116 | 1,096 | 5,808 | 1,607 | 18 | 1 | 8,696 |
| 13 | 0 | 2 | 32 | 83 | 803 | 5,171 | 2,412 | 28 | 6 | 8,537 |
| 14 | 1 | 1 | 6 | 63 | 801 | 4,166 | 2,727 | 121 | 5 | 7,891 |
| 15 | 0 | 0 | 7 | 27 | 417 | 3,083 | 2,479 | 163 | 8 | 6,184 |
| 16 | 0 | 1 | 9 | 23 | 340 | 2,823 | 2,659 | 335 | 10 | 6,200 |
| 17 | 0 | 1 | 7 | 10 | 349 | 3,445 | 3,198 | 524 | 22 | 7,556 |
| 18 | 0 | 0 | 9 | 14 | 168 | 2,589 | 2,926 | 905 | 67 | 6,678 |
| 19 | 0 | 0 | 7 | 6 | 154 | 2,174 | 2,866 | 1,173 | 129 | 6,509 |
| 20 | 1 | 0 | 1 | 10 | 95 | 2,055 | 3,011 | 1,491 | 235 | 6,899 |
| 21 | 0 | 0 | 1 | 1 | 50 | 873 | 1,813 | 1,050 | 336 | 4,124 |
| 22 | 0 | 0 | 0 | 0 | 21 | 402 | 1,193 | 822 | 404 | 2,842 |
| 23 | 0 | 1 | 0 | 0 | 4 | 167 | 671 | 541 | 333 | 1,717 |
| 24 | 0 | 0 | 0 | 0 | 2 | 70 | 479 | 412 | 329 | 1,292 |
| 25 | 0 | 0 | 0 | 0 | 1 | 20 | 269 | 277 | 340 | 907 |
| 26 | 0 | 0 | 0 | 1 | 0 | 22 | 223 | 236 | 301 | 783 |
| 27 | 0 | 0 | 0 | 0 | 0 | 11 | 169 | 213 | 319 | 712 |
| 28 | 0 | 0 | 0 | 0 | 0 | 9 | 94 | 115 | 194 | 412 |
| 29 | 0 | 0 | 0 | 0 | 0 | 1 | 67 | 65 | 106 | 239 |
| 30 | 0 | 0 | 0 | 0 | 0 | 1 | 52 | 60 | 159 | 272 |
| 31 | 0 | 0 | 0 | 0 | 0 | 1 | 28 | 25 | 115 | 169 |
| TOTAL | 44,514 | 51,534 | 81,884 | 99,550 | 82,435 | 66,304 | 30,826 | 8,607 | 3,435 | 469,089 |

Table A-7. Navy Enlisted Force Structure for FY1981.
Source: YAFS Reports, FY1981.

| LOS/PG | E-1 | E-2 | E-3 | E-4 | E-5 | E-6 | E-7 | E-8 | E-9 | TOTAL |
|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|--------------|--------------|----------------|
| 1 | 29,911 | 20,480 | 15,503 | 2,983 | 63 | 26 | 3 | 0 | 0 | 68,969 |
| 2 | 4,455 | 18,579 | 40,285 | 13,352 | 244 | 50 | 6 | 2 | 0 | 76,973 |
| 3 | 2,139 | 5,028 | 24,829 | 29,702 | 3,434 | 51 | 13 | 1 | 1 | 65,198 |
| 4 | 1,021 | 1,828 | 8,561 | 26,234 | 12,646 | 72 | 12 | 2 | 1 | 50,377 |
| 5 | 514 | 559 | 3,294 | 12,561 | 18,759 | 156 | 15 | 2 | 1 | 35,861 |
| 6 | 149 | 253 | 1,510 | 6,949 | 18,822 | 1,515 | 16 | 3 | 1 | 29,218 |
| 7 | 52 | 69 | 563 | 2,929 | 12,033 | 3,060 | 17 | 4 | 1 | 18,728 |
| 8 | 23 | 40 | 281 | 1,325 | 8,136 | 6,279 | 27 | 2 | 1 | 16,114 |
| 9 | 16 | 14 | 211 | 889 | 5,355 | 6,730 | 74 | 4 | 3 | 13,296 |
| 10 | 11 | 9 | 117 | 525 | 3,526 | 7,839 | 340 | 6 | 5 | 12,378 |
| 11 | 2 | 8 | 80 | 308 | 2,308 | 7,723 | 1,037 | 7 | 3 | 11,476 |
| 12 | 2 | 4 | 27 | 139 | 1,366 | 6,366 | 1,960 | 16 | 2 | 9,882 |
| 13 | 0 | 2 | 34 | 85 | 875 | 5,135 | 2,226 | 57 | 1 | 8,415 |
| 14 | 2 | 0 | 19 | 61 | 628 | 4,646 | 2,846 | 121 | 5 | 8,328 |
| 15 | 1 | 1 | 9 | 33 | 588 | 3,877 | 2,961 | 267 | 4 | 7,741 |
| 16 | 2 | 0 | 5 | 20 | 320 | 2,817 | 2,568 | 338 | 14 | 6,084 |
| 17 | 1 | 0 | 6 | 17 | 273 | 2,597 | 2,593 | 607 | 28 | 6,122 |
| 18 | 0 | 1 | 4 | 7 | 262 | 3,190 | 3,156 | 795 | 61 | 7,476 |
| 19 | 2 | 1 | 6 | 15 | 132 | 2,393 | 2,862 | 1,087 | 128 | 6,626 |
| 20 | 0 | 0 | 4 | 4 | 108 | 1,774 | 2,551 | 1,216 | 219 | 5,876 |
| 21 | 0 | 0 | 0 | 2 | 29 | 860 | 1,867 | 1,095 | 368 | 4,221 |
| 22 | 0 | 0 | 1 | 0 | 18 | 478 | 1,254 | 848 | 386 | 2,985 |
| 23 | 0 | 0 | 0 | 0 | 7 | 238 | 817 | 649 | 386 | 2,097 |
| 24 | 0 | 0 | 0 | 0 | 3 | 102 | 475 | 430 | 334 | 1,344 |
| 25 | 0 | 0 | 0 | 0 | 1 | 45 | 354 | 321 | 329 | 1,050 |
| 26 | 0 | 0 | 0 | 0 | 1 | 14 | 203 | 219 | 334 | 771 |
| 27 | 0 | 0 | 0 | 0 | 0 | 18 | 149 | 195 | 276 | 638 |
| 28 | 0 | 0 | 0 | 0 | 0 | 7 | 118 | 167 | 309 | 601 |
| 29 | 0 | 0 | 0 | 0 | 0 | 8 | 82 | 106 | 192 | 388 |
| 30 | 0 | 0 | 0 | 0 | 0 | 1 | 50 | 48 | 96 | 195 |
| 31 | 0 | 0 | 0 | 0 | 0 | 0 | 38 | 38 | 175 | 251 |
| TOTAL | 38,303 | 46,876 | 95,349 | 98,140 | 89,937 | 68,067 | 30,690 | 8,653 | 3,664 | 479,679 |

Table A-8. Navy Enlisted Force Structure for FY1982.
Source: YAFS Reports, FY1982.

| LOS/PG | E-1 | E-2 | E-3 | E-4 | E-5 | E-6 | E-7 | E-8 | E-9 | TOTAL |
|--------|--------|--------|--------|---------|--------|--------|--------|-------|-------|---------|
| 1 | 25,741 | 20,660 | 17,706 | 2,921 | 56 | 28 | 4 | 0 | 0 | 67,116 |
| 2 | 4,259 | 16,039 | 34,738 | 13,263 | 148 | 26 | 2 | 0 | 0 | 68,475 |
| 3 | 2,290 | 5,011 | 28,133 | 30,409 | 2,787 | 52 | 9 | 1 | 1 | 68,693 |
| 4 | 1,226 | 1,885 | 9,707 | 29,710 | 12,820 | 61 | 12 | 3 | 0 | 55,424 |
| 5 | 630 | 511 | 3,037 | 13,171 | 18,810 | 173 | 19 | 2 | 1 | 36,354 |
| 6 | 364 | 301 | 1,610 | 7,926 | 20,080 | 1,485 | 20 | 2 | 1 | 31,789 |
| 7 | 160 | 158 | 762 | 4,103 | 15,585 | 3,297 | 24 | 3 | 1 | 24,093 |
| 8 | 83 | 57 | 340 | 1,793 | 9,736 | 5,365 | 32 | 5 | 0 | 17,411 |
| 9 | 42 | 27 | 179 | 938 | 6,148 | 7,492 | 154 | 1 | 1 | 14,982 |
| 10 | 24 | 9 | 131 | 629 | 4,108 | 7,222 | 388 | 8 | 2 | 12,521 |
| 11 | 22 | 9 | 59 | 406 | 2,788 | 7,667 | 842 | 5 | 5 | 11,803 |
| 12 | 13 | 2 | 53 | 221 | 1,876 | 7,173 | 1,779 | 10 | 1 | 11,128 |
| 13 | 11 | 2 | 15 | 121 | 1,123 | 5,795 | 2,513 | 23 | 2 | 9,605 |
| 14 | 8 | 3 | 14 | 68 | 713 | 4,625 | 2,647 | 100 | 4 | 8,182 |
| 15 | 3 | 1 | 4 | 44 | 521 | 4,285 | 3,103 | 203 | 3 | 8,167 |
| 16 | 3 | 1 | 3 | 27 | 451 | 3,649 | 3,068 | 378 | 9 | 7,589 |
| 17 | 1 | 0 | 6 | 14 | 261 | 2,598 | 2,584 | 484 | 20 | 5,968 |
| 18 | 4 | 1 | 1 | 20 | 197 | 2,407 | 2,428 | 871 | 60 | 5,989 |
| 19 | 3 | 0 | 2 | 8 | 217 | 2,961 | 2,935 | 1,141 | 108 | 7,375 |
| 20 | 1 | 2 | 4 | 10 | 113 | 2,018 | 2,508 | 1,251 | 219 | 6,126 |
| 21 | 1 | 0 | 0 | 6 | 31 | 802 | 1,604 | 1,027 | 326 | 3,797 |
| 22 | 1 | 0 | 0 | 2 | 7 | 523 | 1,274 | 939 | 419 | 3,165 |
| 23 | 0 | 0 | 1 | 0 | 4 | 273 | 897 | 746 | 396 | 2,317 |
| 24 | 0 | 0 | 0 | 0 | 5 | 151 | 582 | 546 | 387 | 1,671 |
| 25 | 0 | 0 | 0 | 0 | 3 | 56 | 339 | 365 | 328 | 1,091 |
| 26 | 0 | 0 | 0 | 0 | 1 | 34 | 281 | 289 | 311 | 916 |
| 27 | 0 | 0 | 0 | 0 | 0 | 11 | 159 | 182 | 293 | 645 |
| 28 | 0 | 0 | 0 | 0 | 0 | 15 | 116 | 170 | 269 | 570 |
| 29 | 0 | 0 | 0 | 0 | 0 | 8 | 101 | 155 | 293 | 557 |
| 30 | 0 | 0 | 0 | 0 | 0 | 4 | 68 | 88 | 179 | 339 |
| 31 | 0 | 0 | 0 | 0 | 0 | 1 | 42 | 49 | 182 | 274 |
| TOTAL | 34,890 | 44,679 | 96,505 | 105,810 | 98,589 | 70,257 | 30,534 | 9,047 | 3,821 | 494,132 |

Table A-9. Navy Enlisted Force Structure for FY1983.
Source: YAFS Reports, FY1983.

| LOS/PG | E-1 | E-2 | E-3 | E-4 | E-5 | E-6 | E-7 | E-8 | E-9 | TOTAL |
|--------------|---------------|---------------|---------------|----------------|---------------|---------------|---------------|--------------|--------------|----------------|
| 1 | 28,598 | 21,608 | 17,162 | 3,126 | 66 | 41 | 6 | 3 | 1 | 70,611 |
| 2 | 2,378 | 10,321 | 37,416 | 13,907 | 174 | 20 | 3 | 0 | 0 | 64,219 |
| 3 | 1,867 | 3,234 | 27,087 | 25,521 | 3,049 | 37 | 9 | 0 | 1 | 60,805 |
| 4 | 1,112 | 1,395 | 11,404 | 30,199 | 12,636 | 53 | 6 | 0 | 1 | 56,806 |
| 5 | 665 | 335 | 2,630 | 13,942 | 18,576 | 147 | 14 | 3 | 2 | 36,314 |
| 6 | 406 | 177 | 1,369 | 7,874 | 19,126 | 1,595 | 17 | 2 | 1 | 30,567 |
| 7 | 291 | 147 | 800 | 4,452 | 15,130 | 4,155 | 13 | 0 | 1 | 24,989 |
| 8 | 176 | 93 | 388 | 2,500 | 10,902 | 7,067 | 32 | 6 | 1 | 21,165 |
| 9 | 72 | 29 | 195 | 1,068 | 6,125 | 7,379 | 182 | 5 | 0 | 15,055 |
| 10 | 34 | 18 | 98 | 589 | 3,600 | 8,200 | 697 | 2 | 1 | 13,239 |
| 11 | 27 | 3 | 57 | 389 | 2,514 | 7,129 | 1,001 | 9 | 2 | 11,131 |
| 12 | 22 | 1 | 30 | 264 | 1,813 | 6,870 | 1,678 | 6 | 2 | 10,686 |
| 13 | 17 | 3 | 23 | 145 | 1,258 | 6,172 | 2,548 | 23 | 1 | 10,190 |
| 14 | 8 | 2 | 8 | 95 | 709 | 4,868 | 2,988 | 45 | 3 | 8,726 |
| 15 | 7 | 0 | 8 | 41 | 467 | 3,805 | 2,910 | 134 | 3 | 7,375 |
| 16 | 10 | 0 | 3 | 33 | 350 | 3,624 | 3,284 | 271 | 5 | 7,580 |
| 17 | 4 | 0 | 1 | 23 | 318 | 3,170 | 2,830 | 696 | 21 | 7,063 |
| 18 | 3 | 0 | 5 | 11 | 167 | 2,162 | 2,274 | 777 | 36 | 5,435 |
| 19 | 2 | 0 | 1 | 11 | 147 | 2,084 | 2,224 | 1,077 | 107 | 5,653 |
| 20 | 3 | 0 | 1 | 12 | 157 | 2,467 | 2,655 | 1,214 | 171 | 6,680 |
| 21 | 1 | 0 | 1 | 4 | 29 | 881 | 1,487 | 980 | 305 | 3,688 |
| 22 | 1 | 0 | 0 | 3 | 5 | 444 | 1,098 | 799 | 393 | 2,743 |
| 23 | 1 | 0 | 0 | 1 | 4 | 306 | 855 | 766 | 435 | 2,368 |
| 24 | 0 | 0 | 0 | 0 | 1 | 150 | 646 | 574 | 387 | 1,758 |
| 25 | 1 | 0 | 0 | 0 | 2 | 78 | 439 | 413 | 396 | 1,329 |
| 26 | 0 | 0 | 0 | 0 | 2 | 35 | 259 | 299 | 349 | 944 |
| 27 | 0 | 0 | 0 | 0 | 1 | 18 | 212 | 226 | 323 | 780 |
| 28 | 0 | 0 | 0 | 0 | 0 | 8 | 126 | 145 | 289 | 568 |
| 29 | 0 | 0 | 0 | 0 | 0 | 11 | 103 | 147 | 265 | 526 |
| 30 | 0 | 0 | 0 | 0 | 0 | 7 | 86 | 122 | 282 | 497 |
| 31 | 0 | 0 | 0 | 0 | 0 | 4 | 30 | 57 | 241 | 332 |
| TOTAL | 35,706 | 37,366 | 98,687 | 104,210 | 97,328 | 72,987 | 30,712 | 8,801 | 4,025 | 489,822 |

Table A-10. Navy Enlisted Force Structure for FY1984.
Source: YAFS Reports, FY1984.

| LOS/PG | E-1 | E-2 | E-3 | E-4 | E-5 | E-6 | E-7 | E-8 | E-9 | TOTAL |
|--------------|---------------|---------------|---------------|----------------|----------------|---------------|---------------|--------------|--------------|----------------|
| 1 | 32,878 | 25,979 | 12,088 | 3,214 | 66 | 31 | 7 | 1 | 0 | 74,264 |
| 2 | 1,919 | 10,657 | 37,971 | 14,428 | 429 | 36 | 4 | 1 | 2 | 65,447 |
| 3 | 689 | 2,211 | 22,560 | 28,452 | 4,764 | 37 | 6 | 4 | 0 | 58,723 |
| 4 | 398 | 1,017 | 9,753 | 24,624 | 13,579 | 56 | 4 | 1 | 0 | 49,432 |
| 5 | 174 | 251 | 2,932 | 13,949 | 18,786 | 351 | 5 | 1 | 1 | 36,450 |
| 6 | 93 | 108 | 1,088 | 7,731 | 19,001 | 2,505 | 12 | 2 | 2 | 30,542 |
| 7 | 76 | 68 | 644 | 4,462 | 14,697 | 4,828 | 20 | 3 | 0 | 24,798 |
| 8 | 58 | 55 | 388 | 2,672 | 11,253 | 7,987 | 25 | 2 | 0 | 22,440 |
| 9 | 32 | 36 | 170 | 1,400 | 7,279 | 9,232 | 239 | 5 | 1 | 18,394 |
| 10 | 10 | 18 | 100 | 650 | 4,179 | 8,039 | 689 | 5 | 0 | 13,690 |
| 11 | 11 | 5 | 41 | 365 | 2,486 | 7,815 | 1,546 | 4 | 2 | 12,275 |
| 12 | 6 | 5 | 23 | 249 | 1,857 | 6,586 | 1,794 | 11 | 2 | 10,533 |
| 13 | 7 | 2 | 30 | 154 | 1,351 | 6,140 | 2,511 | 34 | 3 | 10,232 |
| 14 | 6 | 3 | 13 | 118 | 931 | 5,392 | 3,147 | 135 | 2 | 9,747 |
| 15 | 4 | 0 | 9 | 45 | 543 | 4,167 | 3,408 | 244 | 5 | 8,425 |
| 16 | 3 | 0 | 3 | 26 | 352 | 3,228 | 3,157 | 405 | 14 | 7,188 |
| 17 | 1 | 1 | 2 | 27 | 266 | 3,026 | 3,177 | 856 | 45 | 7,401 |
| 18 | 2 | 0 | 0 | 17 | 232 | 2,692 | 2,804 | 1,109 | 101 | 6,957 |
| 19 | 0 | 0 | 2 | 11 | 137 | 1,859 | 2,245 | 993 | 125 | 5,372 |
| 20 | 0 | 0 | 2 | 7 | 125 | 1,738 | 2,112 | 1,147 | 277 | 5,408 |
| 21 | 0 | 0 | 1 | 3 | 58 | 1,203 | 1,857 | 1,080 | 289 | 4,491 |
| 22 | 1 | 0 | 0 | 1 | 8 | 461 | 1,085 | 807 | 371 | 2,734 |
| 23 | 0 | 0 | 0 | 0 | 3 | 214 | 790 | 636 | 408 | 2,051 |
| 24 | 0 | 0 | 1 | 0 | 3 | 151 | 602 | 630 | 467 | 1,854 |
| 25 | 2 | 0 | 0 | 0 | 2 | 65 | 472 | 465 | 412 | 1,418 |
| 26 | 1 | 0 | 0 | 0 | 0 | 33 | 330 | 358 | 430 | 1,152 |
| 27 | 0 | 0 | 0 | 0 | 1 | 15 | 177 | 250 | 351 | 794 |
| 28 | 0 | 0 | 0 | 0 | 1 | 9 | 137 | 207 | 314 | 668 |
| 29 | 0 | 0 | 0 | 0 | 0 | 6 | 102 | 125 | 299 | 532 |
| 30 | 0 | 0 | 0 | 0 | 0 | 8 | 78 | 119 | 239 | 444 |
| 31 | 0 | 0 | 0 | 0 | 0 | 2 | 30 | 63 | 299 | 394 |
| TOTAL | 36,371 | 40,416 | 87,821 | 102,605 | 102,389 | 77,912 | 32,572 | 9,703 | 4,461 | 494,250 |

Table A-11. Navy Enlisted Force Structure for FY1985.
Source: YAFS Reports, FY1985.

| LOS/PG | E-1 | E-2 | E-3 | E-4 | E-5 | E-6 | E-7 | E-8 | E-9 | TOTAL |
|--------------|---------------|---------------|---------------|----------------|----------------|---------------|---------------|--------------|--------------|----------------|
| 1 | 36,138 | 25,607 | 10,880 | 2,912 | 46 | 28 | 7 | 1 | 1 | 75,620 |
| 2 | 2,376 | 13,389 | 36,775 | 13,902 | 196 | 25 | 5 | 0 | 0 | 66,668 |
| 3 | 639 | 2,321 | 24,965 | 28,502 | 3,671 | 23 | 7 | 1 | 0 | 60,129 |
| 4 | 256 | 695 | 8,432 | 28,089 | 12,869 | 29 | 8 | 3 | 0 | 50,381 |
| 5 | 168 | 181 | 2,399 | 14,096 | 16,884 | 216 | 4 | 0 | 3 | 33,951 |
| 6 | 101 | 84 | 1,057 | 8,252 | 18,666 | 1,942 | 6 | 2 | 1 | 30,111 |
| 7 | 77 | 57 | 499 | 4,698 | 14,886 | 4,511 | 8 | 2 | 2 | 24,740 |
| 8 | 41 | 36 | 343 | 2,820 | 11,679 | 7,350 | 25 | 3 | 0 | 22,297 |
| 9 | 55 | 38 | 212 | 1,579 | 8,381 | 9,360 | 185 | 1 | 1 | 19,812 |
| 10 | 38 | 28 | 103 | 849 | 5,328 | 9,631 | 708 | 4 | 1 | 16,690 |
| 11 | 9 | 11 | 50 | 416 | 2,983 | 7,607 | 1,329 | 8 | 0 | 12,413 |
| 12 | 8 | 4 | 21 | 248 | 1,878 | 7,030 | 2,320 | 16 | 1 | 11,526 |
| 13 | 9 | 4 | 16 | 164 | 1,407 | 5,850 | 2,412 | 50 | 3 | 9,915 |
| 14 | 7 | 3 | 17 | 113 | 1,028 | 5,334 | 3,091 | 111 | 3 | 9,707 |
| 15 | 7 | 2 | 9 | 72 | 740 | 4,701 | 3,485 | 306 | 2 | 9,324 |
| 16 | 4 | 0 | 4 | 32 | 446 | 3,622 | 3,548 | 462 | 9 | 8,127 |
| 17 | 4 | 1 | 3 | 30 | 274 | 2,823 | 2,883 | 920 | 38 | 6,976 |
| 18 | 1 | 1 | 1 | 18 | 217 | 2,674 | 3,055 | 1,176 | 98 | 7,241 |
| 19 | 3 | 0 | 1 | 9 | 187 | 2,419 | 2,687 | 1,326 | 199 | 6,831 |
| 20 | 0 | 0 | 3 | 7 | 114 | 1,590 | 2,055 | 1,087 | 239 | 5,095 |
| 21 | 0 | 1 | 0 | 2 | 39 | 841 | 1,308 | 889 | 384 | 3,464 |
| 22 | 0 | 0 | 0 | 0 | 10 | 541 | 1,285 | 853 | 399 | 3,088 |
| 23 | 0 | 0 | 0 | 1 | 2 | 212 | 750 | 600 | 402 | 1,967 |
| 24 | 0 | 0 | 0 | 0 | 2 | 99 | 512 | 506 | 426 | 1,545 |
| 25 | 1 | 0 | 0 | 0 | 0 | 57 | 441 | 473 | 473 | 1,445 |
| 26 | 1 | 0 | 0 | 0 | 1 | 25 | 360 | 360 | 433 | 1,180 |
| 27 | 1 | 0 | 0 | 0 | 0 | 18 | 227 | 273 | 422 | 941 |
| 28 | 0 | 0 | 0 | 0 | 0 | 9 | 97 | 190 | 330 | 626 |
| 29 | 0 | 0 | 0 | 0 | 0 | 6 | 86 | 184 | 307 | 583 |
| 30 | 0 | 0 | 0 | 0 | 0 | 3 | 63 | 88 | 266 | 420 |
| 31 | 0 | 0 | 0 | 0 | 0 | 1 | 26 | 54 | 299 | 380 |
| TOTAL | 39,944 | 42,463 | 85,790 | 106,811 | 101,934 | 78,577 | 32,983 | 9,949 | 4,742 | 503,193 |

Table A-12. Navy Enlisted Force Structure for FY1986.
Source: YAFS Reports, FY1986.

| LOS/PG | E-1 | E-2 | E-3 | E-4 | E-5 | E-6 | E-7 | E-8 | E-9 | TOTAL |
|--------------|---------------|---------------|---------------|----------------|----------------|---------------|---------------|---------------|--------------|----------------|
| 1 | 33,434 | 26,373 | 10,784 | 2,921 | 24 | 21 | 5 | 0 | 0 | 73,562 |
| 2 | 2,697 | 15,798 | 36,213 | 13,238 | 200 | 17 | 2 | 0 | 0 | 68,165 |
| 3 | 613 | 2,591 | 26,408 | 27,939 | 2,776 | 23 | 5 | 0 | 1 | 60,356 |
| 4 | 250 | 684 | 9,167 | 29,438 | 12,314 | 28 | 3 | 1 | 1 | 51,886 |
| 5 | 95 | 112 | 2,007 | 14,160 | 17,127 | 192 | 6 | 1 | 0 | 33,700 |
| 6 | 72 | 67 | 848 | 8,405 | 17,511 | 1,932 | 3 | 0 | 0 | 28,838 |
| 7 | 63 | 51 | 431 | 4,816 | 14,730 | 4,286 | 5 | 2 | 1 | 24,385 |
| 8 | 37 | 28 | 250 | 2,951 | 11,839 | 7,125 | 19 | 4 | 1 | 22,254 |
| 9 | 33 | 21 | 160 | 1,691 | 8,601 | 8,807 | 124 | 5 | 0 | 19,442 |
| 10 | 15 | 16 | 109 | 936 | 6,097 | 9,973 | 645 | 3 | 1 | 17,795 |
| 11 | 16 | 15 | 46 | 489 | 3,836 | 9,230 | 1,436 | 2 | 1 | 15,071 |
| 12 | 7 | 9 | 25 | 271 | 2,245 | 7,085 | 2,008 | 15 | 1 | 11,666 |
| 13 | 6 | 2 | 12 | 139 | 1,408 | 6,363 | 2,910 | 62 | 2 | 10,904 |
| 14 | 6 | 2 | 9 | 122 | 1,049 | 5,346 | 2,822 | 140 | 4 | 9,500 |
| 15 | 3 | 1 | 8 | 86 | 781 | 4,813 | 3,373 | 236 | 3 | 9,304 |
| 16 | 0 | 2 | 8 | 47 | 607 | 4,234 | 3,573 | 550 | 7 | 9,028 |
| 17 | 1 | 0 | 10 | 31 | 349 | 3,287 | 3,311 | 932 | 25 | 7,946 |
| 18 | 1 | 0 | 2 | 22 | 235 | 2,571 | 2,733 | 1,195 | 66 | 6,825 |
| 19 | 0 | 0 | 5 | 17 | 159 | 2,481 | 2,959 | 1,390 | 151 | 7,162 |
| 20 | 0 | 1 | 2 | 6 | 132 | 2,193 | 2,534 | 1,389 | 326 | 6,583 |
| 21 | 1 | 0 | 0 | 4 | 41 | 784 | 1,293 | 823 | 314 | 3,260 |
| 22 | 0 | 0 | 1 | 0 | 12 | 410 | 884 | 728 | 405 | 2,440 |
| 23 | 0 | 0 | 0 | 0 | 4 | 274 | 864 | 669 | 398 | 2,209 |
| 24 | 1 | 0 | 0 | 0 | 2 | 93 | 512 | 470 | 410 | 1,488 |
| 25 | 0 | 0 | 0 | 0 | 1 | 35 | 375 | 398 | 416 | 1,225 |
| 26 | 0 | 0 | 0 | 0 | 0 | 16 | 315 | 395 | 435 | 1,161 |
| 27 | 1 | 0 | 0 | 0 | 1 | 10 | 232 | 279 | 410 | 933 |
| 28 | 0 | 0 | 0 | 0 | 0 | 6 | 108 | 220 | 376 | 710 |
| 29 | 0 | 0 | 0 | 0 | 0 | 5 | 59 | 148 | 311 | 523 |
| 30 | 0 | 0 | 0 | 0 | 0 | 5 | 61 | 147 | 248 | 461 |
| 31 | 0 | 0 | 0 | 0 | 0 | 1 | 13 | 32 | 233 | 279 |
| TOTAL | 37,352 | 45,773 | 86,505 | 107,729 | 102,081 | 81,646 | 33,192 | 10,236 | 4,547 | 509,061 |

Table A-13. Navy Enlisted Force Structure for FY1987.
Source: YAFS Reports, FY1987.

| LOS/PG | E-1 | E-2 | E-3 | E-4 | E-5 | E-6 | E-7 | E-8 | E-9 | TOTAL |
|--------------|---------------|---------------|---------------|----------------|----------------|---------------|---------------|---------------|--------------|----------------|
| 1 | 44,708 | 20,796 | 10,352 | 3,660 | 40 | 13 | 3 | 2 | 0 | 79,574 |
| 2 | 3,326 | 21,746 | 28,198 | 14,359 | 225 | 19 | 2 | 0 | 0 | 67,875 |
| 3 | 943 | 3,217 | 23,473 | 29,756 | 3,288 | 15 | 1 | 0 | 0 | 60,693 |
| 4 | 249 | 818 | 7,464 | 29,771 | 11,408 | 30 | 4 | 1 | 1 | 49,746 |
| 5 | 93 | 102 | 1,449 | 13,291 | 17,051 | 161 | 7 | 0 | 1 | 32,155 |
| 6 | 48 | 45 | 644 | 7,556 | 18,715 | 1,791 | 6 | 0 | 0 | 28,805 |
| 7 | 57 | 34 | 298 | 4,304 | 14,606 | 3,634 | 4 | 1 | 1 | 22,939 |
| 8 | 42 | 27 | 183 | 2,579 | 12,118 | 6,717 | 18 | 0 | 0 | 21,684 |
| 9 | 33 | 14 | 88 | 1,496 | 8,872 | 8,491 | 141 | 2 | 1 | 19,138 |
| 10 | 34 | 11 | 72 | 885 | 6,448 | 9,321 | 563 | 5 | 0 | 17,339 |
| 11 | 23 | 8 | 34 | 437 | 4,406 | 9,516 | 1,379 | 5 | 0 | 15,808 |
| 12 | 13 | 11 | 21 | 241 | 2,865 | 8,641 | 2,229 | 13 | 0 | 14,034 |
| 13 | 8 | 2 | 11 | 145 | 1,675 | 6,427 | 2,628 | 76 | 3 | 10,975 |
| 14 | 2 | 1 | 8 | 75 | 1,050 | 5,714 | 3,282 | 228 | 1 | 10,361 |
| 15 | 8 | 1 | 10 | 72 | 813 | 4,821 | 3,091 | 281 | 5 | 9,102 |
| 16 | 4 | 2 | 6 | 42 | 643 | 4,325 | 3,469 | 475 | 6 | 8,972 |
| 17 | 4 | 0 | 1 | 33 | 466 | 3,852 | 3,387 | 946 | 44 | 8,733 |
| 18 | 1 | 0 | 4 | 25 | 281 | 2,914 | 3,251 | 1,160 | 121 | 7,757 |
| 19 | 1 | 0 | 0 | 14 | 193 | 2,339 | 2,673 | 1,301 | 188 | 6,709 |
| 20 | 1 | 2 | 3 | 11 | 141 | 2,248 | 2,812 | 1,410 | 322 | 6,950 |
| 21 | 2 | 1 | 0 | 1 | 38 | 1,144 | 1,696 | 1,039 | 387 | 4,308 |
| 22 | 2 | 0 | 0 | 1 | 8 | 405 | 900 | 635 | 346 | 2,297 |
| 23 | 0 | 0 | 0 | 0 | 2 | 204 | 613 | 518 | 393 | 1,730 |
| 24 | 0 | 0 | 0 | 1 | 4 | 122 | 600 | 540 | 396 | 1,663 |
| 25 | 0 | 0 | 0 | 0 | 0 | 26 | 361 | 371 | 400 | 1,158 |
| 26 | 0 | 0 | 0 | 0 | 0 | 7 | 277 | 324 | 408 | 1,016 |
| 27 | 0 | 0 | 0 | 0 | 0 | 7 | 177 | 280 | 398 | 862 |
| 28 | 0 | 0 | 0 | 0 | 0 | 2 | 94 | 204 | 373 | 673 |
| 29 | 1 | 0 | 0 | 0 | 0 | 1 | 54 | 167 | 331 | 554 |
| 30 | 0 | 0 | 0 | 0 | 0 | 3 | 28 | 115 | 246 | 392 |
| 31 | 0 | 0 | 0 | 0 | 0 | 0 | 15 | 30 | 197 | 242 |
| TOTAL | 49,603 | 46,838 | 72,319 | 108,755 | 105,356 | 82,910 | 33,765 | 10,129 | 4,569 | 514,244 |

Table A-14. Navy Enlisted Force Structure for FY1988.
Source: YAFS Reports, FY1988.

| LOS/PG | E-1 | E-2 | E-3 | E-4 | E-5 | E-6 | E-7 | E-8 | E-9 | TOTAL |
|--------------|---------------|---------------|---------------|----------------|----------------|---------------|---------------|---------------|--------------|----------------|
| 1 | 45,840 | 19,680 | 9,325 | 2,611 | 36 | 14 | 0 | 1 | 0 | 77,507 |
| 2 | 2,924 | 29,115 | 22,911 | 14,673 | 228 | 14 | 2 | 0 | 0 | 69,867 |
| 3 | 870 | 2,884 | 24,741 | 27,124 | 2,882 | 16 | 3 | 0 | 0 | 58,520 |
| 4 | 241 | 856 | 8,512 | 30,806 | 10,123 | 27 | 2 | 0 | 0 | 50,567 |
| 5 | 50 | 105 | 1,613 | 15,198 | 15,432 | 173 | 4 | 1 | 0 | 32,576 |
| 6 | 24 | 43 | 496 | 7,528 | 17,863 | 1,702 | 6 | 0 | 1 | 27,663 |
| 7 | 23 | 25 | 228 | 3,967 | 14,789 | 3,716 | 10 | 0 | 0 | 22,758 |
| 8 | 10 | 18 | 128 | 2,439 | 12,048 | 5,893 | 15 | 0 | 0 | 20,551 |
| 9 | 15 | 7 | 78 | 1,297 | 9,506 | 8,103 | 177 | 0 | 0 | 19,183 |
| 10 | 9 | 11 | 52 | 785 | 6,821 | 8,938 | 633 | 2 | 1 | 17,252 |
| 11 | 7 | 5 | 30 | 368 | 4,823 | 9,049 | 1,269 | 6 | 1 | 15,558 |
| 12 | 8 | 1 | 19 | 221 | 3,326 | 8,851 | 2,303 | 18 | 0 | 14,747 |
| 13 | 4 | 3 | 9 | 127 | 2,213 | 7,739 | 3,076 | 91 | 0 | 13,262 |
| 14 | 2 | 1 | 3 | 58 | 1,221 | 5,719 | 3,170 | 242 | 2 | 10,418 |
| 15 | 3 | 2 | 4 | 48 | 803 | 4,930 | 3,726 | 447 | 6 | 9,969 |
| 16 | 1 | 0 | 3 | 36 | 647 | 4,219 | 3,217 | 624 | 19 | 8,766 |
| 17 | 2 | 1 | 2 | 27 | 537 | 3,715 | 3,442 | 965 | 48 | 8,739 |
| 18 | 0 | 0 | 3 | 19 | 385 | 3,389 | 3,282 | 1,277 | 165 | 8,520 |
| 19 | 3 | 0 | 1 | 13 | 242 | 2,651 | 3,050 | 1,432 | 256 | 7,648 |
| 20 | 0 | 0 | 1 | 10 | 178 | 2,124 | 2,492 | 1,281 | 407 | 6,493 |
| 21 | 0 | 0 | 2 | 0 | 32 | 924 | 1,564 | 1,015 | 437 | 3,974 |
| 22 | 0 | 1 | 0 | 0 | 5 | 476 | 1,057 | 755 | 469 | 2,763 |
| 23 | 0 | 0 | 0 | 0 | 0 | 175 | 554 | 470 | 363 | 1,562 |
| 24 | 1 | 0 | 0 | 0 | 0 | 61 | 367 | 372 | 399 | 1,200 |
| 25 | 0 | 0 | 0 | 1 | 1 | 20 | 359 | 376 | 408 | 1,165 |
| 26 | 0 | 0 | 0 | 0 | 0 | 6 | 217 | 283 | 394 | 900 |
| 27 | 0 | 0 | 0 | 0 | 0 | 3 | 87 | 209 | 345 | 644 |
| 28 | 0 | 0 | 0 | 0 | 0 | 2 | 38 | 180 | 335 | 555 |
| 29 | 0 | 0 | 0 | 0 | 0 | 0 | 17 | 93 | 319 | 429 |
| 30 | 0 | 0 | 0 | 0 | 0 | 0 | 23 | 82 | 248 | 353 |
| 31 | 0 | 0 | 0 | 0 | 1 | 0 | 4 | 18 | 124 | 147 |
| TOTAL | 50,037 | 52,758 | 68,161 | 107,356 | 104,142 | 82,649 | 34,166 | 10,240 | 4,747 | 514,256 |

Table A-15. Navy Enlisted Force Structure for FY1989.
Source: YAFS Reports, FY1989.

| LOS/PG | E-1 | E-2 | E-3 | E-4 | E-5 | E-6 | E-7 | E-8 | E-9 | TOTAL |
|--------------|---------------|---------------|---------------|----------------|----------------|---------------|---------------|---------------|--------------|----------------|
| 1 | 32,604 | 16,400 | 9,272 | 2,304 | 90 | 30 | 7 | 1 | 0 | 60,708 |
| 2 | 3,039 | 31,008 | 21,867 | 13,383 | 243 | 39 | 14 | 3 | 0 | 69,596 |
| 3 | 768 | 3,221 | 28,346 | 27,055 | 3,010 | 52 | 23 | 6 | 2 | 62,483 |
| 4 | 190 | 791 | 8,102 | 31,160 | 9,042 | 102 | 22 | 7 | 1 | 49,417 |
| 5 | 39 | 102 | 1,598 | 16,413 | 14,623 | 223 | 33 | 5 | 2 | 33,038 |
| 6 | 17 | 30 | 541 | 8,920 | 17,614 | 1,125 | 15 | 1 | 0 | 28,263 |
| 7 | 12 | 22 | 195 | 4,015 | 14,345 | 2,923 | 17 | 3 | 2 | 21,534 |
| 8 | 6 | 11 | 102 | 2,331 | 12,387 | 5,595 | 29 | 1 | 0 | 20,462 |
| 9 | 9 | 3 | 53 | 1,295 | 9,653 | 7,034 | 144 | 2 | 1 | 18,194 |
| 10 | 6 | 1 | 24 | 696 | 7,339 | 8,719 | 617 | 3 | 1 | 17,406 |
| 11 | 5 | 3 | 15 | 294 | 5,186 | 8,819 | 1,275 | 6 | 4 | 15,607 |
| 12 | 1 | 4 | 9 | 151 | 3,753 | 8,604 | 2,076 | 14 | 1 | 14,613 |
| 13 | 4 | 3 | 9 | 101 | 2,620 | 7,970 | 3,204 | 68 | 0 | 13,979 |
| 14 | 2 | 3 | 3 | 59 | 1,735 | 6,921 | 3,740 | 230 | 0 | 12,693 |
| 15 | 1 | 1 | 8 | 35 | 995 | 5,077 | 3,518 | 353 | 9 | 9,997 |
| 16 | 1 | 0 | 1 | 22 | 658 | 4,377 | 3,793 | 748 | 20 | 9,620 |
| 17 | 1 | 2 | 1 | 22 | 534 | 3,829 | 3,052 | 1,030 | 60 | 8,531 |
| 18 | 1 | 0 | 0 | 19 | 446 | 3,405 | 3,238 | 1,331 | 116 | 8,556 |
| 19 | 1 | 0 | 0 | 9 | 342 | 3,140 | 3,038 | 1,554 | 285 | 8,369 |
| 20 | 0 | 1 | 1 | 15 | 209 | 2,495 | 2,788 | 1,469 | 483 | 7,461 |
| 21 | 0 | 0 | 0 | 0 | 22 | 914 | 1,381 | 990 | 532 | 3,839 |
| 22 | 0 | 1 | 0 | 1 | 2 | 414 | 1,021 | 801 | 501 | 2,741 |
| 23 | 1 | 0 | 0 | 0 | 2 | 200 | 690 | 586 | 477 | 1,956 |
| 24 | 0 | 0 | 0 | 0 | 0 | 26 | 362 | 369 | 370 | 1,127 |
| 25 | 0 | 0 | 0 | 0 | 0 | 13 | 247 | 281 | 382 | 923 |
| 26 | 0 | 0 | 0 | 0 | 0 | 3 | 222 | 295 | 408 | 928 |
| 27 | 0 | 0 | 0 | 0 | 0 | 1 | 52 | 202 | 349 | 604 |
| 28 | 0 | 0 | 0 | 0 | 0 | 0 | 16 | 133 | 306 | 455 |
| 29 | 0 | 0 | 0 | 0 | 0 | 2 | 9 | 43 | 293 | 347 |
| 30 | 0 | 0 | 0 | 0 | 0 | 0 | 4 | 27 | 259 | 290 |
| 31 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 13 | 99 | 115 |
| TOTAL | 36,708 | 51,607 | 70,147 | 108,300 | 104,850 | 82,052 | 34,650 | 10,575 | 4,963 | 503,852 |

Table A-16. Navy Enlisted Force Structure for FY1990.
Source: YAFS Reports, FY1990.

| LOS/PG | E-1 | E-2 | E-3 | E-4 | E-5 | E-6 | E-7 | E-8 | E-9 | TOTAL |
|--------------|---------------|---------------|---------------|----------------|----------------|---------------|---------------|---------------|--------------|----------------|
| 1 | 28,803 | 18,032 | 10,142 | 2,283 | 38 | 20 | 3 | 0 | 1 | 59,322 |
| 2 | 2,476 | 22,453 | 19,340 | 11,274 | 159 | 17 | 2 | 2 | 0 | 55,723 |
| 3 | 844 | 3,425 | 33,172 | 22,508 | 2,834 | 35 | 16 | 0 | 2 | 62,836 |
| 4 | 198 | 837 | 11,316 | 30,968 | 9,269 | 25 | 6 | 2 | 0 | 52,621 |
| 5 | 31 | 112 | 1,978 | 15,522 | 14,523 | 137 | 17 | 9 | 0 | 32,329 |
| 6 | 20 | 41 | 573 | 9,196 | 17,452 | 975 | 10 | 2 | 1 | 28,270 |
| 7 | 9 | 19 | 205 | 4,614 | 14,767 | 2,336 | 9 | 1 | 0 | 21,960 |
| 8 | 9 | 10 | 87 | 2,268 | 12,086 | 5,005 | 12 | 0 | 2 | 19,479 |
| 9 | 5 | 8 | 48 | 1,209 | 9,632 | 7,202 | 125 | 0 | 2 | 18,231 |
| 10 | 7 | 3 | 25 | 640 | 7,252 | 8,092 | 505 | 2 | 0 | 16,526 |
| 11 | 8 | 0 | 6 | 224 | 5,400 | 8,875 | 1,270 | 0 | 1 | 15,784 |
| 12 | 4 | 2 | 11 | 121 | 3,885 | 8,605 | 2,079 | 14 | 3 | 14,724 |
| 13 | 7 | 3 | 6 | 82 | 2,854 | 8,148 | 2,827 | 62 | 1 | 13,990 |
| 14 | 5 | 2 | 9 | 56 | 2,006 | 7,496 | 3,736 | 194 | 0 | 13,504 |
| 15 | 2 | 1 | 3 | 37 | 1,348 | 6,436 | 3,908 | 395 | 6 | 12,136 |
| 16 | 1 | 2 | 4 | 25 | 799 | 4,830 | 3,414 | 574 | 28 | 9,677 |
| 17 | 2 | 0 | 2 | 13 | 548 | 4,121 | 3,389 | 1,199 | 99 | 9,373 |
| 18 | 3 | 0 | 2 | 20 | 446 | 3,645 | 2,812 | 1,271 | 137 | 8,336 |
| 19 | 0 | 1 | 1 | 18 | 383 | 3,281 | 2,970 | 1,571 | 219 | 8,444 |
| 20 | 0 | 0 | 0 | 10 | 310 | 2,985 | 2,747 | 1,581 | 511 | 8,144 |
| 21 | 0 | 1 | 1 | 2 | 21 | 1,074 | 1,568 | 1,091 | 561 | 4,319 |
| 22 | 0 | 0 | 0 | 0 | 0 | 404 | 848 | 774 | 531 | 2,557 |
| 23 | 0 | 0 | 0 | 0 | 1 | 192 | 638 | 604 | 509 | 1,944 |
| 24 | 0 | 0 | 0 | 0 | 2 | 22 | 442 | 451 | 462 | 1,379 |
| 25 | 0 | 0 | 0 | 0 | 0 | 5 | 238 | 286 | 362 | 891 |
| 26 | 0 | 0 | 0 | 0 | 0 | 2 | 164 | 215 | 364 | 745 |
| 27 | 0 | 0 | 0 | 0 | 0 | 1 | 32 | 212 | 358 | 603 |
| 28 | 0 | 0 | 0 | 0 | 0 | 1 | 12 | 135 | 287 | 435 |
| 29 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 22 | 257 | 281 |
| 30 | 0 | 0 | 0 | 0 | 0 | 1 | 2 | 12 | 218 | 233 |
| 31 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 4 | 51 | 55 |
| TOTAL | 32,434 | 44,952 | 76,931 | 101,090 | 106,015 | 83,968 | 33,803 | 10,685 | 4,973 | 494,851 |

Table A-17. Navy Enlisted Force Structure for FY1991.
Source: YAFS Reports, FY1991.

| LOS/PG | E-1 | E-2 | E-3 | E-4 | E-5 | E-6 | E-7 | E-8 | E-9 | TOTAL |
|--------------|---------------|---------------|---------------|----------------|----------------|---------------|---------------|--------------|--------------|----------------|
| 1 | 28,811 | 11,342 | 8,980 | 1660 | 10 | 8 | 0 | 0 | 1 | 50,812 |
| 2 | 888 | 21,636 | 19,289 | 10453 | 232 | 12 | 3 | 0 | 0 | 52,513 |
| 3 | 652 | 2,809 | 22,626 | 20648 | 1921 | 11 | 0 | 1 | 0 | 48,668 |
| 4 | 218 | 955 | 12,607 | 30096 | 7261 | 15 | 2 | 0 | 1 | 51,155 |
| 5 | 37 | 123 | 2,294 | 17215 | 13258 | 108 | 2 | 0 | 0 | 33,037 |
| 6 | 18 | 47 | 635 | 9583 | 15925 | 1012 | 7 | 0 | 0 | 27,227 |
| 7 | 6 | 16 | 244 | 5405 | 14630 | 2092 | 5 | 2 | 0 | 22,400 |
| 8 | 7 | 5 | 90 | 2844 | 13041 | 4006 | 7 | 0 | 0 | 20,000 |
| 9 | 7 | 3 | 38 | 1281 | 9845 | 6315 | 145 | 0 | 1 | 17,635 |
| 10 | 0 | 3 | 35 | 656 | 7337 | 7964 | 557 | 1 | 0 | 16,553 |
| 11 | 3 | 3 | 7 | 177 | 4975 | 7977 | 1104 | 2 | 0 | 14,248 |
| 12 | 6 | 3 | 4 | 78 | 3743 | 8299 | 2059 | 2 | 0 | 14,194 |
| 13 | 1 | 1 | 6 | 49 | 2770 | 7811 | 2844 | 12 | 4 | 13,498 |
| 14 | 2 | 3 | 2 | 36 | 2001 | 7323 | 3566 | 67 | 2 | 13,002 |
| 15 | 1 | 1 | 4 | 31 | 1386 | 6596 | 4304 | 222 | 7 | 12,552 |
| 16 | 2 | 1 | 2 | 20 | 983 | 5565 | 4335 | 430 | 32 | 11,370 |
| 17 | 1 | 0 | 1 | 13 | 619 | 4250 | 3405 | 841 | 73 | 9,203 |
| 18 | 2 | 1 | 1 | 10 | 442 | 3747 | 3445 | 1273 | 191 | 9,112 |
| 19 | 2 | 0 | 4 | 11 | 404 | 3447 | 2795 | 1321 | 234 | 8,218 |
| 20 | 1 | 0 | 1 | 16 | 350 | 3106 | 2912 | 1538 | 364 | 8,288 |
| 21 | 0 | 0 | 1 | 2 | 45 | 1370 | 1709 | 1183 | 524 | 4,834 |
| 22 | 0 | 0 | 0 | 0 | 2 | 514 | 1061 | 817 | 532 | 2,926 |
| 23 | 0 | 0 | 0 | 0 | 0 | 190 | 581 | 589 | 475 | 1,835 |
| 24 | 0 | 0 | 0 | 0 | 0 | 18 | 458 | 464 | 474 | 1,414 |
| 25 | 0 | 0 | 0 | 0 | 0 | 6 | 305 | 354 | 429 | 1,094 |
| 26 | 0 | 0 | 0 | 0 | 0 | 1 | 172 | 242 | 336 | 751 |
| 27 | 0 | 0 | 0 | 0 | 0 | 0 | 20 | 167 | 296 | 483 |
| 28 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 152 | 310 | 464 |
| 29 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 22 | 231 | 254 |
| 30 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 4 | 187 | 191 |
| 31 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 35 | 38 |
| TOTAL | 30,665 | 36,952 | 66,871 | 100,284 | 101,180 | 81,763 | 35,806 | 9,709 | 4,739 | 467,969 |

Table A-18. Navy Enlisted Force Structure for FY1991.
Source: YAFS Reports, FY1991.

| LOS/PG | E-1 | E-2 | E-3 | E-4 | E-5 | E-6 | E-7 | E-8 | E-9 | TOTAL |
|--------|--------|--------|--------|--------|--------|--------|--------|-------|-------|---------|
| 1 | 28,864 | 14,950 | 9,130 | 992 | 18 | 11 | 0 | 0 | 0 | 53,965 |
| 2 | 708 | 22,276 | 15,034 | 7388 | 120 | 9 | 0 | 0 | 0 | 45,535 |
| 3 | 420 | 1,847 | 18,835 | 17375 | 1475 | 11 | 1 | 0 | 0 | 39,964 |
| 4 | 195 | 764 | 10,303 | 25220 | 4301 | 7 | 0 | 0 | 0 | 40,790 |
| 5 | 30 | 127 | 2,677 | 17112 | 9332 | 42 | 3 | 1 | 0 | 29,324 |
| 6 | 13 | 43 | 743 | 11742 | 14177 | 686 | 2 | 0 | 0 | 27,406 |
| 7 | 7 | 19 | 275 | 6171 | 13197 | 1522 | 4 | 0 | 0 | 21,195 |
| 8 | 3 | 14 | 110 | 3793 | 13303 | 2984 | 8 | 1 | 0 | 20,216 |
| 9 | 4 | 4 | 42 | 1840 | 11003 | 4748 | 63 | 0 | 0 | 17,704 |
| 10 | 2 | 1 | 18 | 785 | 7960 | 6482 | 355 | 0 | 0 | 15,603 |
| 11 | 2 | 2 | 6 | 155 | 5674 | 7563 | 894 | 2 | 0 | 14,298 |
| 12 | 1 | 1 | 10 | 88 | 3989 | 7567 | 1513 | 3 | 0 | 13,172 |
| 13 | 0 | 0 | 2 | 52 | 3035 | 7770 | 2456 | 10 | 0 | 13,325 |
| 14 | 2 | 0 | 0 | 30 | 2249 | 7240 | 3156 | 52 | 4 | 12,733 |
| 15 | 1 | 3 | 1 | 26 | 1637 | 6686 | 3751 | 135 | 3 | 12,243 |
| 16 | 0 | 2 | 4 | 23 | 1176 | 6117 | 4287 | 325 | 13 | 11,947 |
| 17 | 1 | 0 | 3 | 8 | 853 | 5175 | 3776 | 1022 | 42 | 10,880 |
| 18 | 1 | 0 | 0 | 8 | 538 | 3977 | 2988 | 1273 | 83 | 8,868 |
| 19 | 1 | 0 | 1 | 14 | 409 | 3626 | 3162 | 1552 | 227 | 8,992 |
| 20 | 1 | 0 | 2 | 9 | 387 | 3344 | 2556 | 1367 | 418 | 8,084 |
| 21 | 1 | 0 | 1 | 4 | 41 | 907 | 1618 | 1085 | 455 | 4,112 |
| 22 | 0 | 0 | 0 | 1 | 5 | 461 | 929 | 805 | 534 | 2,735 |
| 23 | 0 | 0 | 0 | 0 | 1 | 199 | 616 | 519 | 504 | 1,839 |
| 24 | 0 | 0 | 0 | 0 | 0 | 13 | 329 | 404 | 434 | 1,180 |
| 25 | 0 | 0 | 0 | 0 | 0 | 2 | 224 | 302 | 445 | 973 |
| 26 | 0 | 0 | 0 | 0 | 0 | 2 | 178 | 244 | 407 | 831 |
| 27 | 0 | 0 | 0 | 0 | 0 | 0 | 18 | 126 | 286 | 430 |
| 28 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 88 | 242 | 333 |
| 29 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 21 | 256 | 278 |
| 30 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 5 | 167 | 172 |
| 31 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 30 | 32 |
| TOTAL | 30,257 | 40,053 | 57,197 | 92,836 | 94,880 | 77,151 | 32,891 | 9,344 | 4,550 | 439,159 |

Table A-19. Navy Enlisted Force Structure for FY1993.
Source: YAFS Reports, FY1993.

| LOS/PG | E-1 | E-2 | E-3 | E-4 | E-5 | E-6 | E-7 | E-8 | E-9 | TOTAL |
|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|--------------|--------------|----------------|
| 1 | 21,486 | 15,712 | 8,477 | 905 | 3 | 13 | 1 | 0 | 0 | 46,597 |
| 2 | 777 | 19,708 | 21,906 | 6,174 | 85 | 12 | 0 | 0 | 0 | 48,662 |
| 3 | 278 | 1,494 | 16,457 | 13,244 | 1,062 | 7 | 0 | 0 | 0 | 32,542 |
| 4 | 132 | 519 | 8,335 | 23,150 | 3,832 | 10 | 0 | 0 | 0 | 35,978 |
| 5 | 13 | 77 | 2,056 | 14,479 | 7,186 | 29 | 1 | 1 | 0 | 23,842 |
| 6 | 10 | 25 | 730 | 10,959 | 11,689 | 417 | 0 | 0 | 0 | 23,830 |
| 7 | 7 | 10 | 299 | 6,629 | 12,563 | 1,174 | 2 | 0 | 0 | 20,684 |
| 8 | 6 | 8 | 135 | 3,955 | 12,487 | 2,504 | 4 | 0 | 0 | 19,099 |
| 9 | 0 | 2 | 37 | 2,083 | 10,843 | 3,816 | 23 | 1 | 0 | 16,805 |
| 10 | 0 | 2 | 18 | 957 | 8,324 | 5,429 | 153 | 0 | 0 | 14,883 |
| 11 | 0 | 2 | 3 | 130 | 6,115 | 6,968 | 650 | 0 | 0 | 13,868 |
| 12 | 0 | 1 | 6 | 70 | 4,477 | 7,584 | 1,306 | 3 | 0 | 13,447 |
| 13 | 0 | 3 | 2 | 50 | 3,083 | 7,161 | 1,931 | 15 | 0 | 12,245 |
| 14 | 0 | 1 | 2 | 27 | 2,366 | 7,092 | 2,822 | 31 | 0 | 12,341 |
| 15 | 0 | 1 | 2 | 15 | 1,832 | 6,717 | 3,372 | 118 | 5 | 12,062 |
| 16 | 0 | 2 | 2 | 17 | 1,321 | 6,197 | 3,738 | 353 | 4 | 11,634 |
| 17 | 2 | 0 | 3 | 14 | 964 | 5,637 | 3,893 | 917 | 28 | 11,458 |
| 18 | 0 | 0 | 0 | 3 | 682 | 4,658 | 3,280 | 1,233 | 66 | 9,922 |
| 19 | 1 | 0 | 0 | 9 | 430 | 3,682 | 2,742 | 1,382 | 134 | 8,380 |
| 20 | 0 | 0 | 0 | 10 | 396 | 3,423 | 2,884 | 1,497 | 337 | 8,547 |
| 21 | 0 | 0 | 1 | 2 | 35 | 258 | 1,277 | 876 | 353 | 2,802 |
| 22 | 0 | 0 | 1 | 0 | 3 | 23 | 951 | 816 | 433 | 2,227 |
| 23 | 0 | 0 | 0 | 0 | 3 | 10 | 542 | 545 | 447 | 1,547 |
| 24 | 0 | 0 | 0 | 0 | 0 | 3 | 334 | 388 | 441 | 1,166 |
| 25 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 271 | 347 | 646 |
| 26 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 207 | 397 | 614 |
| 27 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 22 | 287 | 313 |
| 28 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 5 | 229 | 236 |
| 29 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 2 | 199 | 202 |
| 30 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 186 | 188 |
| 31 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 2 | 12 | 15 |
| TOTAL | 22,712 | 37,567 | 58,472 | 82,882 | 89,782 | 72,826 | 29,949 | 8,687 | 3,905 | 406,782 |

Table A-20. Navy Enlisted Force Structure for FY1994.
Source: YAFS Reports, FY1994.

APPENDIX B. COHORT DATA

| YOS | YEAR/PG | E-1 | E-2 | E-3 | E-4 | E-5 | E-6 | E-7 | E-8 | E-9 | TOTAL |
|-----|---------|--------|--------|--------|--------|--------|-------|-------|-------|-----|--------|
| 1 | 1975 | 25,545 | 42,542 | 12,123 | 9,514 | 76 | 26 | 6 | 2 | 0 | 89,834 |
| 2 | 1976 | 2,431 | 21,046 | 35,612 | 18,088 | 763 | 26 | 4 | 0 | 0 | 77,970 |
| 3 | 1977 | 781 | 4,036 | 21,213 | 30,417 | 5,941 | 31 | 11 | 1 | 0 | 62,431 |
| 4 | 1978 | 296 | 1,246 | 7,522 | 28,528 | 16,114 | 68 | 8 | 1 | 0 | 53,783 |
| 5 | 1979 | 85 | 204 | 1,933 | 9,223 | 17,010 | 129 | 5 | 4 | 0 | 28,593 |
| 6 | 1980 | 41 | 96 | 737 | 4,487 | 15,587 | 1,533 | 11 | 3 | 1 | 22,496 |
| 7 | 1981 | 33 | 48 | 434 | 2,217 | 10,814 | 3,804 | 23 | 4 | 1 | 17,378 |
| 8 | 1982 | 23 | 40 | 281 | 1,325 | 8,136 | 6,279 | 27 | 2 | 1 | 16,114 |
| 9 | 1983 | 42 | 27 | 179 | 938 | 6,148 | 7,492 | 154 | 1 | 1 | 14,982 |
| 10 | 1984 | 34 | 18 | 98 | 589 | 3,600 | 8,200 | 697 | 2 | 1 | 13,239 |
| 11 | 1985 | 11 | 5 | 41 | 365 | 2,486 | 7,815 | 1,546 | 4 | 2 | 12,275 |
| 12 | 1986 | 8 | 4 | 21 | 248 | 1,878 | 7,030 | 2,320 | 16 | 1 | 11,526 |
| 13 | 1987 | 6 | 2 | 12 | 139 | 1,408 | 6,363 | 2,910 | 62 | 2 | 10,904 |
| 14 | 1988 | 2 | 1 | 8 | 75 | 1,050 | 5,714 | 3,282 | 228 | 1 | 10,361 |
| 15 | 1989 | 3 | 2 | 4 | 48 | 803 | 4,930 | 3,726 | 447 | 6 | 9,969 |
| 16 | 1990 | 1 | 0 | 1 | 22 | 658 | 4,377 | 3,793 | 748 | 20 | 9,620 |
| 17 | 1991 | 2 | 0 | 2 | 13 | 548 | 4,121 | 3,389 | 1,199 | 99 | 9,373 |
| 18 | 1992 | 2 | 1 | 1 | 10 | 442 | 3747 | 3445 | 1273 | 191 | 9,112 |
| 19 | 1993 | 1 | 0 | 1 | 14 | 409 | 3626 | 3162 | 1552 | 227 | 8,992 |
| 20 | 1994 | 0 | 0 | 0 | 10 | 396 | 3,423 | 2,884 | 1,497 | 337 | 8,547 |

Table B-1. Progression of 1975 Entry Cohort through the Force Structure.

Source: YAFS Reports, FY1975-FY1994.

| YOS | YEAR/PG | E-1 | E-2 | E-3 | E-4 | E-5 | E-6 | E-7 | E-8 | E-9 | TOTAL |
|-----|---------|--------|--------|--------|--------|--------|-------|-------|-------|-----|--------|
| 1 | 1976 | 22,956 | 43,086 | 12,735 | 6,532 | 74 | 23 | 3 | 3 | 2 | 85,414 |
| 2 | 1977 | 2,540 | 22,037 | 36,249 | 12,181 | 532 | 28 | 6 | 3 | 0 | 73,576 |
| 3 | 1978 | 1,126 | 5,170 | 25,475 | 29,881 | 4,399 | 42 | 5 | 4 | 0 | 66,102 |
| 4 | 1979 | 571 | 1,869 | 9,542 | 30,590 | 12,796 | 70 | 6 | 3 | 0 | 55,447 |
| 5 | 1980 | 138 | 318 | 2,447 | 9,409 | 15,550 | 243 | 7 | 2 | 1 | 28,115 |
| 6 | 1981 | 80 | 168 | 991 | 5,308 | 15,127 | 1,952 | 12 | 3 | 0 | 23,641 |
| 7 | 1982 | 52 | 69 | 563 | 2,929 | 12,033 | 3,060 | 17 | 4 | 1 | 18,728 |
| 8 | 1983 | 83 | 57 | 340 | 1,793 | 9,736 | 5,365 | 32 | 5 | 0 | 17,411 |
| 9 | 1984 | 72 | 29 | 195 | 1,068 | 6,125 | 7,379 | 182 | 5 | 0 | 15,055 |
| 10 | 1985 | 10 | 18 | 100 | 650 | 4,179 | 8,039 | 689 | 5 | 0 | 13,690 |
| 11 | 1986 | 9 | 11 | 50 | 416 | 2,983 | 7,607 | 1,329 | 8 | 0 | 12,413 |
| 12 | 1987 | 7 | 9 | 25 | 271 | 2,245 | 7,085 | 2,008 | 15 | 1 | 11,666 |
| 13 | 1988 | 8 | 2 | 11 | 145 | 1,675 | 6,427 | 2,628 | 76 | 3 | 10,975 |
| 14 | 1989 | 2 | 1 | 3 | 58 | 1,221 | 5,719 | 3,170 | 242 | 2 | 10,418 |
| 15 | 1990 | 1 | 1 | 8 | 35 | 995 | 5,077 | 3,518 | 353 | 9 | 9,997 |
| 16 | 1991 | 1 | 2 | 4 | 25 | 799 | 4,830 | 3,414 | 574 | 28 | 9,677 |
| 17 | 1992 | 1 | 0 | 1 | 13 | 619 | 4250 | 3405 | 841 | 73 | 9,203 |
| 18 | 1993 | 1 | 0 | 0 | 8 | 538 | 3977 | 2988 | 1273 | 83 | 8,868 |
| 19 | 1994 | 1 | 0 | 0 | 9 | 430 | 3,682 | 2,742 | 1,382 | 134 | 8,380 |

Table B-2. Progression of 1976 Entry Cohort through the Force Structure.

Source: YAFS Reports, FY1976-FY1994.

| YOS | YEAR/PG | E-1 | E-2 | E-3 | E-4 | E-5 | E-6 | E-7 | E-8 | E-9 | TOTAL |
|-----|---------|--------|--------|--------|--------|--------|-------|-------|-------|-----|--------|
| 1 | 1977 | 39,985 | 29,162 | 15,104 | 3,639 | 91 | 20 | 11 | 2 | 2 | 88,016 |
| 2 | 1978 | 3,435 | 23,423 | 38,600 | 12,013 | 527 | 21 | 7 | 1 | 0 | 78,027 |
| 3 | 1979 | 1,976 | 6,593 | 27,955 | 30,333 | 3,480 | 30 | 10 | 2 | 0 | 70,379 |
| 4 | 1980 | 1,134 | 2,869 | 9,267 | 32,707 | 14,480 | 48 | 7 | 3 | 0 | 60,515 |
| 5 | 1981 | 316 | 532 | 3,269 | 12,178 | 17,722 | 279 | 11 | 3 | 1 | 34,311 |
| 6 | 1982 | 149 | 253 | 1,510 | 6,949 | 18,822 | 1,515 | 16 | 3 | 1 | 29,218 |
| 7 | 1983 | 160 | 158 | 762 | 4,103 | 15,585 | 3,297 | 24 | 3 | 1 | 24,093 |
| 8 | 1984 | 176 | 93 | 388 | 2,500 | 10,902 | 7,067 | 32 | 6 | 1 | 21,165 |
| 9 | 1985 | 32 | 36 | 170 | 1,400 | 7,279 | 9,232 | 239 | 5 | 1 | 18,394 |
| 10 | 1986 | 38 | 28 | 103 | 849 | 5,328 | 9,631 | 708 | 4 | 1 | 16,690 |
| 11 | 1987 | 16 | 15 | 46 | 489 | 3,836 | 9,230 | 1,436 | 2 | 1 | 15,071 |
| 12 | 1988 | 13 | 11 | 21 | 241 | 2,865 | 8,641 | 2,229 | 13 | 0 | 14,034 |
| 13 | 1989 | 4 | 3 | 9 | 127 | 2,213 | 7,739 | 3,076 | 91 | 0 | 13,262 |
| 14 | 1990 | 2 | 3 | 3 | 59 | 1,735 | 6,921 | 3,740 | 230 | 0 | 12,693 |
| 15 | 1991 | 2 | 1 | 3 | 37 | 1,348 | 6,436 | 3,908 | 395 | 6 | 12,136 |
| 16 | 1992 | 2 | 1 | 2 | 20 | 983 | 5565 | 4335 | 430 | 32 | 11,370 |
| 17 | 1993 | 1 | 0 | 3 | 8 | 853 | 5175 | 3776 | 1022 | 42 | 10,880 |
| 18 | 1994 | 0 | 0 | 0 | 3 | 682 | 4,658 | 3,280 | 1,233 | 66 | 9,922 |

Table B-3. Progression of 1977 Entry Cohort through the Force Structure.

Source: YAFS Reports, FY1977-FY1994.

| YOS | YEAR/PG | E-1 | E-2 | E-3 | E-4 | E-5 | E-6 | E-7 | E-8 | E-9 | TOTAL |
|-----|---------|--------|--------|--------|--------|--------|-------|-------|-----|-----|--------|
| 1 | 1978 | 31,954 | 22,931 | 15,400 | 3,661 | 64 | 21 | 3 | 0 | 0 | 74,034 |
| 2 | 1979 | 3,728 | 18,086 | 31,420 | 12,199 | 250 | 30 | 3 | 1 | 0 | 65,717 |
| 3 | 1980 | 2,385 | 6,563 | 16,488 | 31,598 | 3,551 | 30 | 5 | 2 | 0 | 60,622 |
| 4 | 1981 | 1,032 | 2,110 | 7,360 | 27,292 | 13,783 | 49 | 9 | 2 | 1 | 51,638 |
| 5 | 1982 | 514 | 559 | 3,294 | 12,561 | 18,759 | 156 | 15 | 2 | 1 | 35,861 |
| 6 | 1983 | 364 | 301 | 1,610 | 7,926 | 20,080 | 1,485 | 20 | 2 | 1 | 31,789 |
| 7 | 1984 | 291 | 147 | 800 | 4,452 | 15,130 | 4,155 | 13 | 0 | 1 | 24,989 |
| 8 | 1985 | 58 | 55 | 388 | 2,672 | 11,253 | 7,987 | 25 | 2 | 0 | 22,440 |
| 9 | 1986 | 55 | 38 | 212 | 1,579 | 8,381 | 9,360 | 185 | 1 | 1 | 19,812 |
| 10 | 1987 | 15 | 16 | 109 | 936 | 6,097 | 9,973 | 645 | 3 | 1 | 17,795 |
| 11 | 1988 | 23 | 8 | 34 | 437 | 4,406 | 9,516 | 1,379 | 5 | 0 | 15,808 |
| 12 | 1989 | 8 | 1 | 19 | 221 | 3,326 | 8,851 | 2,303 | 18 | 0 | 14,747 |
| 13 | 1990 | 4 | 3 | 9 | 101 | 2,620 | 7,970 | 3,204 | 68 | 0 | 13,979 |
| 14 | 1991 | 5 | 2 | 9 | 56 | 2,006 | 7,496 | 3,736 | 194 | 0 | 13,504 |
| 15 | 1992 | 1 | 1 | 4 | 31 | 1386 | 6596 | 4304 | 222 | 7 | 12,552 |
| 16 | 1993 | 0 | 2 | 4 | 23 | 1176 | 6117 | 4287 | 325 | 13 | 11,947 |
| 17 | 1994 | 2 | 0 | 3 | 14 | 964 | 5,637 | 3,893 | 917 | 28 | 11,458 |

Table B-4. Progression of 1978 Entry Cohort through the Force Structure.

Source: YAFS Reports, FY1978-FY1994.

| YOS | YEAR/PG | E-1 | E-2 | E-3 | E-4 | E-5 | E-6 | E-7 | E-8 | E-9 | TOTAL |
|-----|---------|--------|--------|--------|--------|--------|-------|-------|-----|-----|--------|
| 1 | 1979 | 34,727 | 20,113 | 14,561 | 2,862 | 46 | 18 | 5 | 1 | 2 | 72,335 |
| 2 | 1980 | 7,387 | 19,953 | 26,068 | 12,226 | 229 | 30 | 7 | 1 | 1 | 65,902 |
| 3 | 1981 | 2,186 | 5,007 | 17,050 | 31,772 | 3,459 | 32 | 10 | 0 | 0 | 59,516 |
| 4 | 1982 | 1,021 | 1,828 | 8,561 | 26,234 | 12,646 | 72 | 12 | 2 | 1 | 50,377 |
| 5 | 1983 | 630 | 511 | 3,037 | 13,171 | 18,810 | 173 | 19 | 2 | 1 | 36,354 |
| 6 | 1984 | 406 | 177 | 1,369 | 7,874 | 19,126 | 1,595 | 17 | 2 | 1 | 30,567 |
| 7 | 1985 | 76 | 68 | 644 | 4,462 | 14,697 | 4,828 | 20 | 3 | 0 | 24,798 |
| 8 | 1986 | 41 | 36 | 343 | 2,820 | 11,679 | 7,350 | 25 | 3 | 0 | 22,297 |
| 9 | 1987 | 33 | 21 | 160 | 1,691 | 8,601 | 8,807 | 124 | 5 | 0 | 19,442 |
| 10 | 1988 | 34 | 11 | 72 | 885 | 6,448 | 9,321 | 563 | 5 | 0 | 17,339 |
| 11 | 1989 | 7 | 5 | 30 | 368 | 4,823 | 9,049 | 1,269 | 6 | 1 | 15,558 |
| 12 | 1990 | 1 | 4 | 9 | 151 | 3,753 | 8,604 | 2,076 | 14 | 1 | 14,613 |
| 13 | 1991 | 7 | 3 | 6 | 82 | 2,854 | 8,148 | 2,827 | 62 | 1 | 13,990 |
| 14 | 1992 | 2 | 3 | 2 | 36 | 2001 | 7323 | 3566 | 67 | 2 | 13,002 |
| 15 | 1993 | 1 | 3 | 1 | 26 | 1637 | 6686 | 3751 | 135 | 3 | 12,243 |
| 16 | 1994 | 0 | 2 | 2 | 17 | 1,321 | 6,197 | 3,738 | 353 | 4 | 11,634 |

Table B-5. Progression of 1979 Entry Cohort through the Force Structure.

Source: YAFS Reports, FY1979-FY1994.

| YOS | YEAR/PG | E-1 | E-2 | E-3 | E-4 | E-5 | E-6 | E-7 | E-8 | E-9 | TOTAL |
|-----|---------|--------|--------|--------|--------|--------|-------|-------|-----|-----|--------|
| 1 | 1980 | 38,023 | 22,215 | 15,091 | 2,936 | 45 | 9 | 2 | 1 | 0 | 78,322 |
| 2 | 1981 | 3,982 | 17,958 | 36,040 | 14,396 | 250 | 21 | 6 | 2 | 0 | 72,655 |
| 3 | 1982 | 2,139 | 5,028 | 24,829 | 29,702 | 3,434 | 51 | 13 | 1 | 1 | 65,198 |
| 4 | 1983 | 1,226 | 1,885 | 9,707 | 29,710 | 12,820 | 61 | 12 | 3 | 0 | 55,424 |
| 5 | 1984 | 665 | 335 | 2,630 | 13,942 | 18,576 | 147 | 14 | 3 | 2 | 36,314 |
| 6 | 1985 | 93 | 108 | 1,088 | 7,731 | 19,001 | 2,505 | 12 | 2 | 2 | 30,542 |
| 7 | 1986 | 77 | 57 | 499 | 4,698 | 14,886 | 4,511 | 8 | 2 | 2 | 24,740 |
| 8 | 1987 | 37 | 28 | 250 | 2,951 | 11,839 | 7,125 | 19 | 4 | 1 | 22,254 |
| 9 | 1988 | 33 | 14 | 88 | 1,496 | 8,872 | 8,491 | 141 | 2 | 1 | 19,138 |
| 10 | 1989 | 9 | 11 | 52 | 785 | 6,821 | 8,938 | 633 | 2 | 1 | 17,252 |
| 11 | 1990 | 5 | 3 | 15 | 294 | 5,186 | 8,819 | 1,275 | 6 | 4 | 15,607 |
| 12 | 1991 | 4 | 2 | 11 | 121 | 3,885 | 8,605 | 2,079 | 14 | 3 | 14,724 |
| 13 | 1992 | 1 | 1 | 6 | 49 | 2770 | 7811 | 2844 | 12 | 4 | 13,498 |
| 14 | 1993 | 2 | 0 | 0 | 30 | 2249 | 7240 | 3156 | 52 | 4 | 12,733 |
| 15 | 1994 | 0 | 1 | 2 | 15 | 1,832 | 6,717 | 3,372 | 118 | 5 | 12,062 |

Table B-6. Progression of 1980 Entry Cohort through the Force Structure.

Source: YAFS Reports, FY1980-FY1994.

| YOS | YEAR/PG | E-1 | E-2 | E-3 | E-4 | E-5 | E-6 | E-7 | E-8 | E-9 | TOTAL |
|-----|---------|--------|--------|--------|--------|--------|-------|-------|-----|-----|--------|
| 1 | 1981 | 36,848 | 25,646 | 15,977 | 3,200 | 41 | 14 | 4 | 1 | 0 | 81,731 |
| 2 | 1982 | 4,455 | 18,579 | 40,285 | 13,352 | 244 | 50 | 6 | 2 | 0 | 76,973 |
| 3 | 1983 | 2,290 | 5,011 | 28,133 | 30,409 | 2,787 | 52 | 9 | 1 | 1 | 68,693 |
| 4 | 1984 | 1,112 | 1,395 | 11,404 | 30,199 | 12,636 | 53 | 6 | 0 | 1 | 56,806 |
| 5 | 1985 | 174 | 251 | 2,932 | 13,949 | 18,786 | 351 | 5 | 1 | 1 | 36,450 |
| 6 | 1986 | 101 | 84 | 1,057 | 8,252 | 18,666 | 1,942 | 6 | 2 | 1 | 30,111 |
| 7 | 1987 | 63 | 51 | 431 | 4,816 | 14,730 | 4,286 | 5 | 2 | 1 | 24,385 |
| 8 | 1988 | 42 | 27 | 183 | 2,579 | 12,118 | 6,717 | 18 | 0 | 0 | 21,684 |
| 9 | 1989 | 15 | 7 | 78 | 1,297 | 9,506 | 8,103 | 177 | 0 | 0 | 19,183 |
| 10 | 1990 | 6 | 1 | 24 | 696 | 7,339 | 8,719 | 617 | 3 | 1 | 17,406 |
| 11 | 1991 | 8 | 0 | 6 | 224 | 5,400 | 8,875 | 1,270 | 0 | 1 | 15,784 |
| 12 | 1992 | 6 | 3 | 4 | 78 | 3743 | 8299 | 2059 | 2 | 0 | 14,194 |
| 13 | 1993 | 0 | 0 | 2 | 52 | 3035 | 7770 | 2456 | 10 | 0 | 13,325 |
| 14 | 1994 | 0 | 1 | 2 | 27 | 2,366 | 7,092 | 2,822 | 31 | 0 | 12,341 |

Table B-7. Progression of 1981 Entry Cohort through the Force Structure.

Source: YAFS Reports, FY1981-FY1994.

| YOS | YEAR/PG | E-1 | E-2 | E-3 | E-4 | E-5 | E-6 | E-7 | E-8 | E-9 | TOTAL |
|-----|---------|--------|--------|--------|--------|--------|-------|-------|-----|-----|--------|
| 1 | 1982 | 29,911 | 20,480 | 15,503 | 2,983 | 63 | 26 | 3 | 0 | 0 | 68,969 |
| 2 | 1983 | 4,259 | 16,039 | 34,738 | 13,263 | 148 | 26 | 2 | 0 | 0 | 68,475 |
| 3 | 1984 | 1,867 | 3,234 | 27,087 | 25,521 | 3,049 | 37 | 9 | 0 | 1 | 60,805 |
| 4 | 1985 | 398 | 1,017 | 9,753 | 24,624 | 13,579 | 56 | 4 | 1 | 0 | 49,432 |
| 5 | 1986 | 168 | 181 | 2,399 | 14,096 | 16,884 | 216 | 4 | 0 | 3 | 33,951 |
| 6 | 1987 | 72 | 67 | 848 | 8,405 | 17,511 | 1,932 | 3 | 0 | 0 | 28,838 |
| 7 | 1988 | 57 | 34 | 298 | 4,304 | 14,606 | 3,634 | 4 | 1 | 1 | 22,939 |
| 8 | 1989 | 10 | 18 | 128 | 2,439 | 12,048 | 5,893 | 15 | 0 | 0 | 20,551 |
| 9 | 1990 | 9 | 3 | 53 | 1,295 | 9,653 | 7,034 | 144 | 2 | 1 | 18,194 |
| 10 | 1991 | 7 | 3 | 25 | 640 | 7,252 | 8,092 | 505 | 2 | 0 | 16,526 |
| 11 | 1992 | 3 | 3 | 7 | 177 | 4975 | 7977 | 1104 | 2 | 0 | 14,248 |
| 12 | 1993 | 1 | 1 | 10 | 88 | 3989 | 7567 | 1513 | 3 | 0 | 13,172 |
| 13 | 1994 | 0 | 3 | 2 | 50 | 3,083 | 7,161 | 1,931 | 15 | 0 | 12,245 |

Table B-8. Progression of 1982 Entry Cohort through the Force Structure.

Source: YAFS Reports, FY1982-FY1994.

| YOS | YEAR/PG | E-1 | E-2 | E-3 | E-4 | E-5 | E-6 | E-7 | E-8 | E-9 | TOTAL |
|-----|---------|--------|--------|--------|--------|--------|-------|-------|-----|-----|--------|
| 1 | 1983 | 25,741 | 20,660 | 17,706 | 2,921 | 56 | 28 | 4 | 0 | 0 | 67,116 |
| 2 | 1984 | 2,378 | 10,321 | 37,416 | 13,907 | 174 | 20 | 3 | 0 | 0 | 64,219 |
| 3 | 1985 | 689 | 2,211 | 22,560 | 28,452 | 4,764 | 37 | 6 | 4 | 0 | 58,723 |
| 4 | 1986 | 256 | 695 | 8,432 | 28,089 | 12,869 | 29 | 8 | 3 | 0 | 50,381 |
| 5 | 1987 | 95 | 112 | 2,007 | 14,160 | 17,127 | 192 | 6 | 1 | 0 | 33,700 |
| 6 | 1988 | 48 | 45 | 644 | 7,556 | 18,715 | 1,791 | 6 | 0 | 0 | 28,805 |
| 7 | 1989 | 23 | 25 | 228 | 3,967 | 14,789 | 3,716 | 10 | 0 | 0 | 22,758 |
| 8 | 1990 | 6 | 11 | 102 | 2,331 | 12,387 | 5,595 | 29 | 1 | 0 | 20,462 |
| 9 | 1991 | 5 | 8 | 48 | 1,209 | 9,632 | 7,202 | 125 | 0 | 2 | 18,231 |
| 10 | 1992 | 0 | 3 | 35 | 656 | 7337 | 7964 | 557 | 1 | 0 | 16,553 |
| 11 | 1993 | 2 | 2 | 6 | 155 | 5674 | 7563 | 894 | 2 | 0 | 14,298 |
| 12 | 1994 | 0 | 1 | 6 | 70 | 4,477 | 7,584 | 1,306 | 3 | 0 | 13,447 |

Table B-9. Progression of 1983 Entry Cohort through the Force Structure.

Source: YAFS Reports, FY1983-FY1994.

| YOS | YEAR/PG | E-1 | E-2 | E-3 | E-4 | E-5 | E-6 | E-7 | E-8 | E-9 | TOTAL |
|-----|---------|--------|--------|--------|--------|--------|-------|-----|-----|-----|--------|
| 1 | 1984 | 28,598 | 21,608 | 17,162 | 3,126 | 66 | 41 | 6 | 3 | 1 | 70,611 |
| 2 | 1985 | 1,919 | 10,657 | 37,971 | 14,428 | 429 | 36 | 4 | 1 | 2 | 65,447 |
| 3 | 1986 | 639 | 2,321 | 24,965 | 28,502 | 3,671 | 23 | 7 | 1 | 0 | 60,129 |
| 4 | 1987 | 250 | 684 | 9,167 | 29,438 | 12,314 | 28 | 3 | 1 | 1 | 51,886 |
| 5 | 1988 | 93 | 102 | 1,449 | 13,291 | 17,051 | 161 | 7 | 0 | 1 | 32,155 |
| 6 | 1989 | 24 | 43 | 496 | 7,528 | 17,863 | 1,702 | 6 | 0 | 1 | 27,663 |
| 7 | 1990 | 12 | 22 | 195 | 4,015 | 14,345 | 2,923 | 17 | 3 | 2 | 21,534 |
| 8 | 1991 | 9 | 10 | 87 | 2,268 | 12,086 | 5,005 | 12 | 0 | 2 | 19,479 |
| 9 | 1992 | 7 | 3 | 38 | 1281 | 9845 | 6315 | 145 | 0 | 1 | 17,635 |
| 10 | 1993 | 2 | 1 | 18 | 785 | 7960 | 6482 | 355 | 0 | 0 | 15,603 |
| 11 | 1994 | 0 | 2 | 3 | 130 | 6,115 | 6,968 | 650 | 0 | 0 | 13,868 |

Table B-10. Progression of 1984 Entry Cohort through the Force Structure.

Source: YAFS Reports, FY1984-FY1994.

| YOS | YEAR/PG | E-1 | E-2 | E-3 | E-4 | E-5 | E-6 | E-7 | E-8 | E-9 | TOTAL |
|-----|---------|--------|--------|--------|--------|--------|-------|-----|-----|-----|--------|
| 1 | 1985 | 32,878 | 25,979 | 12,088 | 3,214 | 66 | 31 | 7 | 1 | 0 | 74,264 |
| 2 | 1986 | 2,376 | 13,389 | 36,775 | 13,902 | 196 | 25 | 5 | 0 | 0 | 66,668 |
| 3 | 1987 | 613 | 2,591 | 26,408 | 27,939 | 2,776 | 23 | 5 | 0 | 1 | 60,356 |
| 4 | 1988 | 249 | 818 | 7,464 | 29,771 | 11,408 | 30 | 4 | 1 | 1 | 49,746 |
| 5 | 1989 | 50 | 105 | 1,613 | 15,198 | 15,432 | 173 | 4 | 1 | 0 | 32,576 |
| 6 | 1990 | 17 | 30 | 541 | 8,920 | 17,614 | 1,125 | 15 | 1 | 0 | 28,263 |
| 7 | 1991 | 9 | 19 | 205 | 4,614 | 14,767 | 2,336 | 9 | 1 | 0 | 21,960 |
| 8 | 1992 | 7 | 5 | 90 | 2844 | 13041 | 4006 | 7 | 0 | 0 | 20,000 |
| 9 | 1993 | 4 | 4 | 42 | 1840 | 11003 | 4748 | 63 | 0 | 0 | 17,704 |
| 10 | 1994 | 0 | 2 | 18 | 957 | 8,324 | 5,429 | 153 | 0 | 0 | 14,883 |

Table B-11. Progression of 1985 Entry Cohort through the Force Structure.

Source: YAFS Reports, FY1985-FY1994.

| YOS | YEAR/PG | E-1 | E-2 | E-3 | E-4 | E-5 | E-6 | E-7 | E-8 | E-9 | TOTAL |
|-----|---------|--------|--------|--------|--------|--------|-------|-----|-----|-----|--------|
| 1 | 1986 | 36,138 | 25,607 | 10,880 | 2,912 | 46 | 28 | 7 | 1 | 1 | 75,620 |
| 2 | 1987 | 2,697 | 15,798 | 36,213 | 13,238 | 200 | 17 | 2 | 0 | 0 | 68,165 |
| 3 | 1988 | 943 | 3,217 | 23,473 | 29,756 | 3,288 | 15 | 1 | 0 | 0 | 60,693 |
| 4 | 1989 | 241 | 856 | 8,512 | 30,806 | 10,123 | 27 | 2 | 0 | 0 | 50,567 |
| 5 | 1990 | 39 | 102 | 1,598 | 16,413 | 14,623 | 223 | 33 | 5 | 2 | 33,038 |
| 6 | 1991 | 20 | 41 | 573 | 9,196 | 17,452 | 975 | 10 | 2 | 1 | 28,270 |
| 7 | 1992 | 6 | 16 | 244 | 5405 | 14630 | 2092 | 5 | 2 | 0 | 22,400 |
| 8 | 1993 | 3 | 14 | 110 | 3793 | 13303 | 2984 | 8 | 1 | 0 | 20,216 |
| 9 | 1994 | 0 | 2 | 37 | 2,083 | 10,843 | 3,816 | 23 | 1 | 0 | 16,805 |

Table B-12. Progression of 1986 Entry Cohort through the Force Structure.

Source: YAFS Reports, FY1986-FY1994.

| YOS | YEAR/PG | E-1 | E-2 | E-3 | E-4 | E-5 | E-6 | E-7 | E-8 | E-9 | TOTAL |
|-----|---------|--------|--------|--------|--------|--------|-------|-----|-----|-----|--------|
| 1 | 1987 | 33,434 | 26,373 | 10,784 | 2,921 | 24 | 21 | 5 | 0 | 0 | 73,562 |
| 2 | 1988 | 3,326 | 21,746 | 28,198 | 14,359 | 225 | 19 | 2 | 0 | 0 | 67,875 |
| 3 | 1989 | 870 | 2,884 | 24,741 | 27,124 | 2,882 | 16 | 3 | 0 | 0 | 58,520 |
| 4 | 1990 | 190 | 791 | 8,102 | 31,160 | 9,042 | 102 | 22 | 7 | 1 | 49,417 |
| 5 | 1991 | 31 | 112 | 1,978 | 15,522 | 14,523 | 137 | 17 | 9 | 0 | 32,329 |
| 6 | 1992 | 18 | 47 | 635 | 9583 | 15925 | 1012 | 7 | 0 | 0 | 27,227 |
| 7 | 1993 | 7 | 19 | 275 | 6171 | 13197 | 1522 | 4 | 0 | 0 | 21,195 |
| 8 | 1994 | 6 | 8 | 135 | 3,955 | 12,487 | 2,504 | 4 | 0 | 0 | 19,099 |

Table B-13. Progression of 1987 Entry Cohort through the Force Structure.

Source: YAFS Reports, FY1987-FY1994.

| YOS | YEAR/PG | E-1 | E-2 | E-3 | E-4 | E-5 | E-6 | E-7 | E-8 | E-9 | TOTAL |
|-----|---------|--------|--------|--------|--------|--------|-------|-----|-----|-----|--------|
| 1 | 1988 | 44,708 | 20,796 | 10,352 | 3,660 | 40 | 13 | 3 | 2 | 0 | 79,574 |
| 2 | 1989 | 2,924 | 29,115 | 22,911 | 14,673 | 228 | 14 | 2 | 0 | 0 | 69,867 |
| 3 | 1990 | 768 | 3,221 | 28,346 | 27,055 | 3,010 | 52 | 23 | 6 | 2 | 62,483 |
| 4 | 1991 | 198 | 837 | 11,316 | 30,968 | 9,269 | 25 | 6 | 2 | 0 | 52,621 |
| 5 | 1992 | 37 | 123 | 2,294 | 17215 | 13258 | 108 | 2 | 0 | 0 | 33,037 |
| 6 | 1993 | 13 | 43 | 743 | 11742 | 14177 | 686 | 2 | 0 | 0 | 27,406 |
| 7 | 1994 | 7 | 10 | 299 | 6,629 | 12,563 | 1,174 | 2 | 0 | 0 | 20,684 |

Table B-14. Progression of 1988 Entry Cohort through the Force Structure.

Source: YAFS Reports, FY1988-FY1994.

| YOS | YEAR/PG | E-1 | E-2 | E-3 | E-4 | E-5 | E-6 | E-7 | E-8 | E-9 | TOTAL |
|-----|---------|--------|--------|--------|--------|--------|-----|-----|-----|-----|--------|
| 1 | 1989 | 45,840 | 19,680 | 9,325 | 2,611 | 36 | 14 | 0 | 1 | 0 | 77,507 |
| 2 | 1990 | 3,039 | 31,008 | 21,867 | 13,383 | 243 | 39 | 14 | 3 | 0 | 69,596 |
| 3 | 1991 | 844 | 3,425 | 33,172 | 22,508 | 2,834 | 35 | 16 | 0 | 2 | 62,836 |
| 4 | 1992 | 218 | 955 | 12,607 | 30096 | 7261 | 15 | 2 | 0 | 1 | 51,155 |
| 5 | 1993 | 30 | 127 | 2,677 | 17112 | 9332 | 42 | 3 | 1 | 0 | 29,324 |
| 6 | 1994 | 10 | 25 | 730 | 10,959 | 11,689 | 417 | 0 | 0 | 0 | 23,830 |

Table B-15. Progression of 1989 Entry Cohort through the Force Structure.

Source: YAFS Reports, FY1989-FY1994.

| YOS | YEAR/PG | E-1 | E-2 | E-3 | E-4 | E-5 | E-6 | E-7 | E-8 | E-9 | TOTAL |
|-----|---------|--------|--------|--------|--------|-------|-----|-----|-----|-----|--------|
| 1 | 1990 | 32,604 | 16,400 | 9,272 | 2,304 | 90 | 30 | 7 | 1 | 0 | 60,708 |
| 2 | 1991 | 2,476 | 22,453 | 19,340 | 11,274 | 159 | 17 | 2 | 2 | 0 | 55,723 |
| 3 | 1992 | 652 | 2,809 | 22,626 | 20648 | 1921 | 11 | 0 | 1 | 0 | 48,668 |
| 4 | 1993 | 195 | 764 | 10,303 | 25220 | 4301 | 7 | 0 | 0 | 0 | 40,790 |
| 5 | 1994 | 13 | 77 | 2,056 | 14,479 | 7,186 | 29 | 1 | 1 | 0 | 23,842 |

Table B-16. Progression of 1990 Entry Cohort through the Force Structure.

Source: YAFS Reports, FY1990-FY1994.

| YOS | YEAR/PG | E-1 | E-2 | E-3 | E-4 | E-5 | E-6 | E-7 | E-8 | E-9 | TOTAL |
|-----|---------|--------|--------|--------|--------|-------|-----|-----|-----|-----|--------|
| 1 | 1991 | 28,803 | 18,032 | 10,142 | 2,283 | 38 | 20 | 3 | 0 | 1 | 59,322 |
| 2 | 1992 | 888 | 21,636 | 19,289 | 10453 | 232 | 12 | 3 | 0 | 0 | 52,513 |
| 3 | 1993 | 420 | 1,847 | 18,835 | 17375 | 1475 | 11 | 1 | 0 | 0 | 39,964 |
| 4 | 1994 | 132 | 519 | 8,335 | 23,150 | 3,832 | 10 | 0 | 0 | 0 | 35,978 |

Table B-17. Progression of 1991 Entry Cohort through the Force Structure.

Source: YAFS Reports, FY1991-FY1994.

APPENDIX C.

| COHORT YEAR | | | | | | | | | | |
|-------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| YOS | 1975 | 1976 | 1977 | 1978 | 1979 | 1980 | 1981 | 1982 | 1983 | 1984 |
| 1 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |
| 2 | 86.8 | 86.1 | 88.7 | 88.8 | 91.1 | 92.8 | 94.2 | 99.3 | 95.7 | 92.7 |
| 3 | 69.5 | 77.4 | 80.0 | 81.9 | 82.3 | 83.2 | 84.0 | 88.2 | 87.5 | 85.2 |
| 4 | 59.9 | 64.9 | 68.8 | 69.7 | 69.6 | 70.8 | 69.5 | 71.7 | 75.1 | 73.5 |
| 5 | 31.8 | 32.9 | 39.0 | 48.4 | 50.3 | 46.4 | 44.6 | 49.2 | 50.2 | 45.5 |
| 6 | 25.0 | 27.7 | 33.2 | 42.9 | 42.3 | 39.0 | 36.8 | 41.8 | 42.9 | 39.2 |
| 7 | 19.3 | 21.9 | 27.4 | 33.8 | 34.3 | 31.6 | 29.8 | 33.3 | 33.9 | 30.5 |
| 8 | 17.9 | 20.4 | 24.0 | 30.3 | 30.8 | 28.4 | 26.5 | 29.8 | 30.5 | 27.6 |
| 9 | 16.7 | 17.6 | 20.9 | 26.8 | 26.9 | 24.4 | 23.5 | 26.4 | 27.2 | 25.0 |
| 10 | 14.7 | 16.0 | 19.0 | 24.0 | 24.0 | 22.0 | 21.3 | 24.0 | 24.7 | 22.1 |
| 11 | 13.7 | 14.5 | 17.1 | 21.4 | 21.5 | 19.9 | 19.3 | 20.7 | 21.3 | 19.6 |
| 12 | 12.8 | 13.7 | 15.9 | 19.9 | 20.2 | 18.8 | 17.4 | 19.1 | 20.0 | |
| 13 | 12.1 | 12.8 | 15.1 | 18.9 | 19.3 | 17.2 | 16.3 | 17.8 | | |
| 14 | 11.5 | 12.2 | 14.4 | 18.2 | 18.0 | 16.3 | 15.1 | | | |
| 15 | 11.1 | 11.7 | 13.8 | 17.0 | 16.9 | 15.4 | | | | |
| 16 | 10.7 | 11.3 | 12.9 | 16.1 | 16.1 | | | | | |
| 17 | 10.4 | 10.8 | 12.4 | 15.5 | | | | | | |
| 18 | 10.1 | 10.4 | 11.3 | | | | | | | |
| 19 | 10.0 | 9.8 | | | | | | | | |
| 20 | 9.5 | | | | | | | | | |

Table C-1. Continuation Percentage of Total Enlisted Force in YOS-1 Remaining on Active Duty at the end of each Year of Service.

| COHORT YEAR | | | | | | | |
|-------------|-------|-------|-------|-------|-------|-------|-------|
| YOS | 1985 | 1986 | 1987 | 1988 | 1989 | 1990 | 1991 |
| 1 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |
| 2 | 89.8 | 90.1 | 92.3 | 87.8 | 89.8 | 91.8 | 88.5 |
| 3 | 81.3 | 80.3 | 79.6 | 78.5 | 81.1 | 80.2 | 67.4 |
| 4 | 67.0 | 66.9 | 67.2 | 66.1 | 66.0 | 67.2 | 60.6 |
| 5 | 43.9 | 43.7 | 43.9 | 41.5 | 37.8 | 39.3 | |
| 6 | 38.1 | 37.4 | 37.0 | 34.4 | 30.7 | | |
| 7 | 29.6 | 29.6 | 28.8 | 26.0 | | | |
| 8 | 26.9 | 26.7 | 26.0 | | | | |
| 9 | 23.8 | 22.2 | | | | | |
| 10 | 20.0 | | | | | | |

Table C-1. (Continued).

Source: Cohort Data, Appendix B.

| COHORT | | | | | | | | | | |
|--------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| YOS | 1975 | 1976 | 1977 | 1978 | 1979 | 1980 | 1981 | 1982 | 1983 | 1984 |
| 1 | 89.32 | 92.26 | 95.76 | 94.97 | 95.98 | 96.19 | 96.03 | 95.58 | 95.56 | 95.48 |
| 2 | 75.81 | 82.71 | 83.92 | 81.05 | 81.09 | 79.83 | 82.32 | 80.41 | 78.07 | 77.28 |
| 3 | 41.72 | 48.10 | 51.93 | 41.98 | 40.76 | 49.12 | 51.63 | 52.98 | 43.39 | 46.47 |
| 4 | 16.88 | 21.64 | 21.95 | 20.36 | 22.69 | 23.16 | 24.51 | 22.62 | 18.64 | 19.48 |
| 5 | 7.81 | 10.42 | 12.10 | 12.24 | 11.55 | 10.04 | 9.30 | 8.15 | 6.61 | 5.14 |
| 6 | 4.17 | 5.72 | 6.91 | 7.51 | 6.74 | 4.60 | 4.41 | 3.67 | 2.73 | 2.17 |
| 7 | 3.80 | 4.37 | 5.20 | 5.95 | 3.95 | 3.13 | 2.71 | 2.02 | 1.45 | 1.23 |
| 8 | 3.51 | 4.00 | 4.67 | 3.47 | 2.82 | 2.09 | 1.69 | 1.07 | 0.80 | 0.73 |

Table C-2. Personnel in Paygrades E3 and below
as percent of E1 to E5.

| COHORT | | | | | | | |
|--------|-------|-------|-------|-------|-------|-------|-------|
| YOS | 1985 | 1986 | 1987 | 1988 | 1989 | 1990 | 1991 |
| 1 | 95.58 | 96.09 | 96.00 | 95.35 | 96.58 | 96.05 | 96.09 |
| 2 | 78.84 | 80.28 | 78.51 | 78.67 | 80.41 | 79.47 | 79.65 |
| 3 | 49.09 | 45.54 | 48.71 | 51.82 | 59.64 | 53.62 | 52.82 |
| 4 | 17.16 | 19.01 | 18.43 | 23.49 | 26.95 | 27.61 | 24.98 |
| 5 | 5.46 | 5.31 | 6.59 | 7.45 | 9.68 | 9.01 | |
| 6 | 2.17 | 2.32 | 2.67 | 2.99 | 3.27 | | |
| 7 | 1.19 | 1.31 | 1.53 | 1.62 | | | |
| 8 | 0.64 | 0.74 | 0.90 | | | | |

Table C-2. (Continued).

Source: Cohort Data, Appendix B.

| COHORT | | | | | | | | | | |
|--------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| YOS | 1975 | 1976 | 1977 | 1978 | 1979 | 1980 | 1981 | 1982 | 1983 | 1984 |
| 1 | 10.59 | 7.65 | 4.14 | 4.95 | 3.96 | 3.75 | 3.92 | 4.33 | 4.35 | 4.43 |
| 2 | 23.21 | 16.56 | 15.40 | 18.57 | 18.56 | 19.82 | 17.36 | 19.38 | 21.66 | 22.06 |
| 3 | 48.75 | 45.24 | 43.13 | 52.15 | 53.42 | 45.60 | 44.31 | 42.00 | 48.49 | 47.43 |
| 4 | 53.12 | 55.25 | 54.10 | 52.92 | 52.17 | 53.68 | 53.22 | 49.88 | 55.80 | 56.77 |
| 5 | 32.41 | 33.77 | 35.80 | 35.20 | 36.43 | 38.57 | 38.65 | 41.79 | 42.27 | 41.55 |
| 6 | 21.42 | 24.49 | 25.10 | 26.17 | 27.20 | 27.59 | 29.30 | 31.24 | 27.98 | 29.01 |
| 7 | 16.37 | 18.72 | 19.76 | 21.38 | 22.37 | 23.24 | 23.97 | 22.30 | 20.84 | 21.60 |
| 8 | 13.51 | 14.93 | 17.78 | 18.52 | 18.90 | 19.54 | 17.25 | 16.66 | 15.71 | 15.68 |

Table C-3. Personnel in Paygrade E4 as percent of E1 to E5.

| COHORT | | | | | | | |
|--------|-------|-------|-------|-------|-------|-------|-------|
| YOS | 1985 | 1986 | 1987 | 1988 | 1989 | 1990 | 1991 |
| 1 | 4.33 | 3.85 | 3.97 | 4.60 | 3.37 | 3.80 | 3.85 |
| 2 | 20.86 | 19.43 | 21.16 | 21.01 | 19.25 | 20.24 | 19.91 |
| 3 | 46.31 | 49.04 | 46.37 | 43.36 | 35.85 | 42.44 | 43.49 |
| 4 | 59.89 | 60.96 | 63.22 | 58.89 | 58.85 | 61.84 | 64.36 |
| 5 | 46.91 | 50.08 | 48.26 | 52.28 | 58.45 | 60.81 | |
| 6 | 32.89 | 33.71 | 36.57 | 43.95 | 46.81 | | |
| 7 | 23.52 | 26.62 | 31.37 | 33.98 | | | |
| 8 | 17.79 | 22.02 | 23.84 | | | | |

Table C-3. (Continued).

Source: Cohort Data, Appendix B.

| COHORT | | | | | | | | | | |
|--------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| YOS | 1975 | 1976 | 1977 | 1978 | 1979 | 1980 | 1981 | 1982 | 1983 | 1984 |
| 1 | 0.08 | 0.09 | 0.10 | 0.09 | 0.06 | 0.06 | 0.05 | 0.09 | 0.08 | 0.09 |
| 2 | 0.98 | 0.72 | 0.68 | 0.38 | 0.35 | 0.34 | 0.32 | 0.22 | 0.27 | 0.66 |
| 3 | 9.52 | 6.66 | 4.95 | 5.86 | 5.82 | 5.27 | 4.06 | 5.02 | 8.12 | 6.11 |
| 4 | 30.00 | 23.11 | 23.95 | 26.72 | 25.15 | 23.16 | 22.27 | 27.50 | 25.56 | 23.75 |
| 5 | 59.78 | 55.81 | 52.10 | 52.57 | 52.02 | 51.39 | 52.05 | 50.06 | 51.12 | 53.31 |
| 6 | 74.41 | 69.79 | 67.99 | 66.31 | 66.06 | 67.81 | 66.29 | 65.09 | 69.29 | 68.83 |
| 7 | 79.83 | 76.91 | 75.04 | 72.67 | 73.68 | 73.63 | 73.32 | 75.68 | 77.71 | 77.17 |
| 8 | 82.98 | 81.07 | 77.54 | 78.00 | 78.28 | 78.38 | 81.06 | 82.28 | 83.49 | 83.58 |

Table C-4. Personnel in Paygrade E5 as percent of E1 to E5.

| COHORT | | | | | | | |
|--------|-------|-------|-------|-------|-------|-------|-------|
| YOS | 1985 | 1986 | 1987 | 1988 | 1989 | 1990 | 1991 |
| 1 | 0.09 | 0.06 | 0.03 | 0.05 | 0.05 | 0.15 | 0.06 |
| 2 | 0.29 | 0.29 | 0.33 | 0.33 | 0.35 | 0.29 | 0.44 |
| 3 | 4.60 | 5.42 | 4.93 | 4.82 | 4.51 | 3.95 | 3.69 |
| 4 | 22.95 | 20.03 | 18.35 | 17.63 | 14.20 | 10.55 | 10.65 |
| 5 | 47.63 | 44.62 | 45.15 | 40.26 | 31.87 | 30.18 | |
| 6 | 64.94 | 63.97 | 60.76 | 53.06 | 49.93 | | |
| 7 | 75.29 | 72.07 | 67.10 | 64.40 | | | |
| 8 | 81.57 | 77.24 | 75.26 | | | | |

Table C-4. (Continued).

Source: Cohort Data, Appendix B.

| FY | Paygrade | | | | | | | | | Total Force | |
|------|----------|--------|--------|---------|---------|---------|--------|--------|--------|----------------|---------|
| | E-1 | E-2 | E-3 | E-1 E-3 | E-4 | E-5 | E-6 | E-7 | E-8 | | E-9 |
| 1975 | 29,892 | 72,715 | 80,862 | 183,469 | 93,261 | 79,368 | 65,929 | 31,728 | 8,210 | 3,556 | 465,522 |
| 1976 | 26,730 | 70,493 | 80,304 | 177,527 | 91,867 | 80,087 | 65,237 | 31,150 | 7,785 | 3,280 | 456,933 |
| 1977 | 43,642 | 56,695 | 83,519 | 183,856 | 87,972 | 82,868 | 64,640 | 30,382 | 8,371 | 3,482 | 461,571 |
| 1978 | 36,890 | 53,012 | 90,053 | 179,955 | 91,502 | 82,804 | 65,032 | 30,598 | 8,726 | 3,659 | 462,276 |
| 1979 | 41,133 | 46,987 | 86,994 | 175,114 | 95,341 | 79,069 | 65,012 | 30,266 | 8,345 | 3,353 | 456,500 |
| 1980 | 49,144 | 52,084 | 71,251 | 172,479 | 98,697 | 80,061 | 66,442 | 29,181 | 8,374 | 3,219 | 458,453 |
| 1981 | 44,514 | 51,534 | 81,884 | 177,932 | 99,550 | 82,435 | 66,304 | 30,826 | 8,607 | 3,435 | 469,089 |
| 1982 | 38,303 | 46,876 | 95,349 | 180,528 | 98,140 | 89,937 | 68,067 | 30,690 | 8,653 | 3,664 | 479,679 |
| 1983 | 34,890 | 44,679 | 96,505 | 176,074 | 105,810 | 98,589 | 70,257 | 30,534 | 9,047 | 3,821 | 494,132 |
| 1984 | 35,706 | 37,366 | 98,687 | 171,759 | 104,210 | 97,328 | 72,987 | 30,712 | 8,801 | 4,025 | 489,822 |
| 1985 | 36,371 | 40,416 | 87,821 | 164,608 | 102,605 | 102,389 | 77,912 | 32,572 | 9,703 | 4,461 | 494,250 |
| 1986 | 39,944 | 42,463 | 85,790 | 168,197 | 106,811 | 101,934 | 78,577 | 32,983 | 9,949 | 4,742 | 503,193 |
| 1987 | 37,352 | 45,773 | 86,505 | 169,630 | 107,729 | 102,081 | 81,646 | 33,192 | 10,236 | 4,547 | 509,061 |
| 1988 | 49,603 | 46,838 | 72,319 | 168,760 | 108,755 | 105,356 | 82,910 | 33,765 | 10,129 | 4,569 | 514,244 |
| 1989 | 50,037 | 52,758 | 68,161 | 170,956 | 107,356 | 104,142 | 82,649 | 34,166 | 10,240 | 4,747 | 514,256 |
| 1990 | 36,708 | 51,607 | 70,147 | 158,462 | 108,300 | 104,850 | 82,052 | 34,650 | 10,575 | 4,963 | 503,852 |
| 1991 | 32,434 | 44,952 | 76,931 | 154,317 | 101,090 | 106,015 | 83,968 | 33,803 | 10,685 | 4,973 | 494,851 |
| 1992 | 30,665 | 36,952 | 66,871 | 134,488 | 100,284 | 101,180 | 81,763 | 35,806 | 9,709 | 4,739 | 467,969 |
| 1993 | 30,257 | 40,053 | 57,197 | 127,507 | 92,836 | 94,880 | 77,151 | 32,891 | 9,344 | 4,550 | 439,159 |
| 1994 | 22,712 | 37,567 | 58,472 | 118,751 | 82,882 | 89,782 | 72,826 | 29,949 | 8,687 | 3,905 | 406,782 |

Table C-5. Distribution of Total Navy Enlisted Force
by Paygrade.

Source: YAFS Reports, FY1975-FY1994.

| FY/PG | E1-E3 | E-4 | E-5 | E-6 | E-7 | E-8 | E-9 |
|-------|-------|-----|-----|-----|-----|-----|-----|
| 1975 | 39 | 20 | 17 | 14 | 7 | 2 | 1 |
| 1976 | 39 | 20 | 18 | 14 | 7 | 2 | 1 |
| 1977 | 40 | 19 | 18 | 14 | 7 | 2 | 1 |
| 1978 | 39 | 20 | 18 | 14 | 7 | 2 | 1 |
| 1979 | 38 | 21 | 17 | 14 | 7 | 2 | 1 |
| 1980 | 38 | 22 | 17 | 14 | 6 | 2 | 1 |
| 1981 | 38 | 21 | 18 | 14 | 7 | 2 | 1 |
| 1982 | 38 | 20 | 19 | 14 | 6 | 2 | 1 |
| 1983 | 36 | 21 | 20 | 14 | 6 | 2 | 1 |
| 1984 | 35 | 21 | 20 | 15 | 6 | 2 | 1 |
| 1985 | 33 | 21 | 21 | 16 | 7 | 2 | 1 |
| 1986 | 33 | 21 | 20 | 16 | 7 | 2 | 1 |
| 1987 | 33 | 21 | 20 | 16 | 7 | 2 | 1 |
| 1988 | 33 | 21 | 20 | 16 | 7 | 2 | 1 |
| 1989 | 33 | 21 | 20 | 16 | 7 | 2 | 1 |
| 1990 | 31 | 21 | 21 | 16 | 7 | 2 | 1 |
| 1991 | 31 | 20 | 21 | 17 | 7 | 2 | 1 |
| 1992 | 29 | 21 | 22 | 17 | 8 | 2 | 1 |
| 1993 | 29 | 21 | 22 | 18 | 7 | 2 | 1 |
| 1994 | 29 | 20 | 22 | 18 | 7 | 2 | 1 |

Table C-6. Distribution of Total Enlisted Force by Paygrade (in percent).
Source: YAFS Reports,
FY1975-FY1994.

| FY | Paygrade | | | | | | | | | Force Avg |
|---------------|----------|------|------|------|------|-------|-------|-------|-------|-----------|
| | E-1 | E-2 | E-3 | E-4 | E-5 | E-6 | E-7 | E-8 | E-9 | |
| 1975 | 1.21 | 1.54 | 2.63 | 3.59 | 7.21 | 13.42 | 17.65 | 19.83 | 22.39 | 6.35 |
| 1976 | 1.22 | 1.50 | 2.44 | 3.56 | 7.12 | 13.09 | 17.53 | 19.78 | 22.27 | 6.26 |
| 1977 | 1.12 | 1.62 | 2.42 | 3.69 | 6.89 | 12.75 | 17.52 | 19.79 | 22.54 | 6.15 |
| 1978 | 1.19 | 1.73 | 2.42 | 3.71 | 6.56 | 12.58 | 17.22 | 19.84 | 22.87 | 6.14 |
| 1979 | 1.24 | 1.82 | 2.54 | 3.77 | 6.57 | 12.61 | 17.31 | 20.28 | 23.45 | 6.20 |
| 1980 | 1.34 | 1.84 | 2.53 | 3.76 | 6.46 | 12.48 | 17.19 | 20.40 | 23.84 | 6.13 |
| 1981 | 1.31 | 1.74 | 2.46 | 3.76 | 6.49 | 12.23 | 17.03 | 20.52 | 24.04 | 6.08 |
| 1982 | 1.40 | 1.83 | 2.54 | 3.88 | 6.58 | 12.32 | 17.06 | 20.59 | 24.27 | 6.22 |
| 1983 | 1.57 | 1.83 | 2.57 | 3.99 | 6.76 | 12.45 | 17.08 | 20.91 | 24.58 | 6.38 |
| 1984 | 1.54 | 1.68 | 2.57 | 4.08 | 6.74 | 12.25 | 16.93 | 21.09 | 24.96 | 6.43 |
| 1985 | 1.20 | 1.52 | 2.59 | 4.06 | 6.71 | 11.94 | 16.78 | 20.81 | 24.80 | 6.53 |
| 1986 | 1.20 | 1.54 | 2.59 | 4.13 | 6.94 | 12.03 | 16.71 | 20.63 | 24.77 | 6.56 |
| 1987 | 1.19 | 1.55 | 2.58 | 4.17 | 7.11 | 12.15 | 16.71 | 20.57 | 24.80 | 6.65 |
| 1988 | 1.17 | 1.69 | 2.55 | 4.04 | 7.21 | 12.34 | 16.72 | 20.44 | 24.59 | 6.67 |
| 1989 | 1.13 | 1.73 | 2.63 | 4.06 | 7.43 | 12.44 | 16.50 | 19.98 | 24.09 | 6.70 |
| 1990 | 1.16 | 1.79 | 2.64 | 4.11 | 7.62 | 12.69 | 16.41 | 19.78 | 23.83 | 6.95 |
| 1991 | 1.17 | 1.73 | 2.73 | 4.20 | 7.72 | 12.97 | 16.44 | 19.81 | 23.57 | 7.16 |
| 1992 | 1.11 | 1.84 | 2.76 | 4.32 | 7.91 | 13.23 | 16.54 | 20.26 | 23.56 | 7.48 |
| 1993 | 1.09 | 1.73 | 2.77 | 4.61 | 8.39 | 13.62 | 16.71 | 20.12 | 23.75 | 7.70 |
| 1994 | 1.09 | 1.66 | 2.63 | 4.76 | 8.71 | 13.79 | 16.83 | 19.95 | 24.01 | 7.85 |
| Paygrade Avg. | 1.23 | 1.70 | 2.58 | 4.01 | 7.16 | 12.67 | 16.94 | 20.27 | 23.85 | 6.63 |

Table C-7. Average Years of Service for each Paygrade by Fiscal Year.

Source: YAFS Reports, FY1975-1994.

| FY | LOS 1-4 | LOS 5-30 | TOTAL |
|-----------|----------------|-----------------|--------------|
| 1975 | 273,607 | 191,915 | 465,522 |
| 1976 | 265,218 | 191,715 | 456,933 |
| 1977 | 269,552 | 192,019 | 461,571 |
| 1978 | 271,946 | 190,330 | 462,276 |
| 1979 | 263,878 | 192,622 | 456,500 |
| 1980 | 265,361 | 193,092 | 458,453 |
| 1981 | 265,540 | 203,549 | 469,089 |
| 1982 | 261,517 | 218,162 | 479,679 |
| 1983 | 259,708 | 234,424 | 494,132 |
| 1984 | 252,441 | 237,381 | 489,822 |
| 1985 | 247,866 | 246,384 | 494,250 |
| 1986 | 252,798 | 250,395 | 503,193 |
| 1987 | 253,969 | 255,092 | 509,061 |
| 1988 | 257,888 | 256,356 | 514,244 |
| 1989 | 256,461 | 257,795 | 514,256 |
| 1990 | 242,204 | 261,648 | 503,852 |
| 1991 | 230,502 | 264,349 | 494,851 |
| 1992 | 203,148 | 264,821 | 467,969 |
| 1993 | 180,254 | 258,905 | 439,159 |
| 1994 | 163,779 | 243,003 | 406,782 |

Table C-8. Distribution of Total Non-Career
and Career Enlisted Force.
Source: YAFS Reports, FY1975-FY1994

| FY | LOS 1-4 | LOS 5-30 |
|-------------|----------------|-----------------|
| 1975 | 58.8 | 41.2 |
| 1976 | 58.0 | 42.0 |
| 1977 | 58.4 | 41.6 |
| 1978 | 58.8 | 41.2 |
| 1979 | 57.8 | 42.2 |
| 1980 | 57.9 | 42.1 |
| 1981 | 56.6 | 43.4 |
| 1982 | 54.5 | 45.5 |
| 1983 | 52.6 | 47.4 |
| 1984 | 51.5 | 48.5 |
| 1985 | 50.1 | 49.9 |
| 1986 | 50.2 | 49.8 |
| 1987 | 49.9 | 50.1 |
| 1988 | 50.1 | 49.9 |
| 1989 | 49.9 | 50.1 |
| 1990 | 48.1 | 51.9 |
| 1991 | 46.6 | 53.4 |
| 1992 | 43.4 | 56.6 |
| 1993 | 41.0 | 59.0 |
| 1994 | 40.3 | 59.7 |

Table C-9. Percentage Distribution of Total Non-Career and Career Enlisted Force.
Source: YAFS Reports, FY1975-FY1994.

| LOS/FY | 1-4 | 5-10 | 11-20 | 21-31 |
|--------|-------|-------|-------|-------|
| 1975 | 58.77 | 18.66 | 19.97 | 2.60 |
| 1976 | 58.04 | 20.30 | 19.09 | 2.57 |
| 1977 | 58.40 | 21.49 | 17.60 | 2.51 |
| 1978 | 58.83 | 21.65 | 16.93 | 2.60 |
| 1979 | 57.80 | 22.59 | 17.01 | 2.60 |
| 1980 | 57.88 | 22.99 | 16.42 | 2.71 |
| 1981 | 56.61 | 24.44 | 16.08 | 2.87 |
| 1982 | 54.52 | 26.18 | 16.27 | 3.03 |
| 1983 | 52.56 | 27.76 | 16.58 | 3.10 |
| 1984 | 51.54 | 28.85 | 16.44 | 3.17 |
| 1985 | 50.15 | 29.60 | 16.90 | 3.34 |
| 1986 | 50.24 | 29.33 | 17.32 | 3.11 |
| 1987 | 49.89 | 28.76 | 18.46 | 2.89 |
| 1988 | 50.15 | 27.63 | 19.33 | 2.90 |
| 1989 | 49.87 | 27.22 | 20.25 | 2.66 |
| 1990 | 48.07 | 27.57 | 21.72 | 2.64 |
| 1991 | 46.58 | 27.64 | 23.06 | 2.72 |
| 1992 | 43.41 | 29.24 | 24.29 | 3.05 |
| 1993 | 41.05 | 29.93 | 26.08 | 2.94 |
| 1994 | 40.26 | 29.29 | 28.00 | 2.45 |

Table C-10. Percent Distribution of
Enlisted Force by
Career/Non-Career Status.
Source: YAFS Reports,
FY1975-1994.

| FY/LOS | 1-6 | 7-10 | 11-14 | 15-19 | 20 | 21-31 |
|--------|-------|-------|-------|-------|------|-------|
| 1975 | 67.70 | 9.73 | 7.28 | 10.93 | 1.76 | 2.60 |
| 1976 | 67.82 | 10.52 | 7.08 | 10.72 | 1.29 | 2.57 |
| 1977 | 68.26 | 11.63 | 6.63 | 9.51 | 1.46 | 2.51 |
| 1978 | 68.51 | 11.97 | 6.73 | 8.82 | 1.38 | 2.60 |
| 1979 | 68.46 | 11.94 | 6.87 | 8.43 | 1.70 | 2.60 |
| 1980 | 68.92 | 11.95 | 7.11 | 7.73 | 1.58 | 2.71 |
| 1981 | 68.96 | 12.09 | 7.54 | 7.06 | 1.47 | 2.87 |
| 1982 | 68.09 | 12.62 | 7.94 | 7.10 | 1.22 | 3.03 |
| 1983 | 66.35 | 13.97 | 8.24 | 7.10 | 1.24 | 3.10 |
| 1984 | 65.19 | 15.20 | 8.32 | 6.76 | 1.36 | 3.17 |
| 1985 | 63.70 | 16.05 | 8.66 | 7.15 | 1.09 | 3.34 |
| 1986 | 62.97 | 16.60 | 8.66 | 7.65 | 1.01 | 3.11 |
| 1987 | 62.17 | 16.48 | 9.26 | 7.91 | 1.29 | 2.89 |
| 1988 | 62.00 | 15.77 | 9.95 | 8.03 | 1.35 | 2.90 |
| 1989 | 61.58 | 15.51 | 10.50 | 8.49 | 1.26 | 2.66 |
| 1990 | 60.24 | 15.40 | 11.29 | 8.95 | 1.48 | 2.64 |
| 1991 | 58.83 | 15.40 | 11.72 | 9.69 | 1.65 | 2.72 |
| 1992 | 56.29 | 16.37 | 11.74 | 10.78 | 1.77 | 3.05 |
| 1993 | 53.96 | 17.01 | 12.19 | 12.05 | 1.84 | 2.94 |
| 1994 | 51.98 | 17.57 | 12.76 | 13.14 | 2.10 | 2.45 |

Table C-11. Percent Distribution of Enlisted Force by Term of Service.
Source: YAFS Reports, FY1975-1994.

| FY/PG | E-1 | E-2 | E-3 | E-4 | E-5 | E-6 | E-7 | E-8 | E-9 | TOTAL |
|-------|------|------|------|------|------|-------|-------|-------|-------|-------|
| 1975 | 1.21 | 1.54 | 2.63 | 3.59 | 7.21 | 13.42 | 17.65 | 19.83 | 22.39 | 6.35 |
| 1976 | 1.22 | 1.50 | 2.44 | 3.56 | 7.12 | 13.09 | 17.53 | 19.78 | 22.27 | 6.26 |
| 1977 | 1.12 | 1.62 | 2.42 | 3.69 | 6.89 | 12.75 | 17.52 | 19.79 | 22.54 | 6.15 |
| 1978 | 1.19 | 1.73 | 2.42 | 3.71 | 6.56 | 12.58 | 17.22 | 19.84 | 22.87 | 6.14 |
| 1979 | 1.24 | 1.82 | 2.54 | 3.77 | 6.57 | 12.61 | 17.31 | 20.28 | 23.45 | 6.20 |
| 1980 | 1.34 | 1.84 | 2.53 | 3.76 | 6.46 | 12.48 | 17.19 | 20.40 | 23.84 | 6.13 |
| 1981 | 1.31 | 1.74 | 2.46 | 3.76 | 6.49 | 12.23 | 17.03 | 20.52 | 24.04 | 6.08 |
| 1982 | 1.40 | 1.83 | 2.54 | 3.88 | 6.58 | 12.32 | 17.06 | 20.59 | 24.27 | 6.22 |
| 1983 | 1.57 | 1.83 | 2.57 | 3.99 | 6.76 | 12.45 | 17.08 | 20.91 | 24.58 | 6.38 |
| 1984 | 1.54 | 1.68 | 2.57 | 4.08 | 6.74 | 12.25 | 16.93 | 21.09 | 24.96 | 6.43 |
| 1985 | 1.20 | 1.52 | 2.59 | 4.06 | 6.71 | 11.94 | 16.78 | 20.81 | 24.80 | 6.53 |
| 1986 | 1.20 | 1.54 | 2.59 | 4.13 | 6.94 | 12.03 | 16.71 | 20.63 | 24.77 | 6.56 |
| 1987 | 1.19 | 1.55 | 2.58 | 4.17 | 7.11 | 12.15 | 16.71 | 20.57 | 24.80 | 6.65 |
| 1988 | 1.17 | 1.69 | 2.55 | 4.04 | 7.21 | 12.34 | 16.72 | 20.44 | 24.59 | 6.67 |
| 1989 | 1.13 | 1.73 | 2.63 | 4.06 | 7.43 | 12.44 | 16.50 | 19.98 | 24.09 | 6.70 |
| 1990 | 1.16 | 1.79 | 2.64 | 4.11 | 7.62 | 12.69 | 16.41 | 19.78 | 23.83 | 6.95 |
| 1991 | 1.17 | 1.73 | 2.73 | 4.20 | 7.72 | 12.97 | 16.44 | 19.81 | 23.57 | 7.16 |
| 1992 | 1.11 | 1.84 | 2.76 | 4.32 | 7.91 | 13.23 | 16.54 | 20.26 | 23.56 | 7.48 |
| 1993 | 1.09 | 1.73 | 2.77 | 4.61 | 8.39 | 13.62 | 16.71 | 20.12 | 23.75 | 7.70 |
| 1994 | 1.09 | 1.66 | 2.63 | 4.76 | 8.71 | 13.79 | 16.83 | 19.95 | 24.01 | 7.85 |
| 1995 | 1.14 | 1.74 | 2.72 | 4.54 | 8.01 | 12.88 | 16.35 | 20.30 | 24.59 | 7.47 |
| 1996 | 1.14 | 1.74 | 2.73 | 4.58 | 8.10 | 12.90 | 16.29 | 20.30 | 24.66 | 7.55 |
| 1997 | 1.13 | 1.75 | 2.75 | 4.63 | 8.18 | 12.92 | 16.23 | 20.30 | 24.73 | 7.63 |
| 1998 | 1.12 | 1.75 | 2.76 | 4.68 | 8.26 | 12.94 | 16.18 | 20.31 | 24.80 | 7.71 |
| 1999 | 1.11 | 1.76 | 2.77 | 4.73 | 8.34 | 12.96 | 16.12 | 20.31 | 24.87 | 7.79 |
| 2000 | 1.10 | 1.76 | 2.79 | 4.78 | 8.42 | 12.98 | 16.06 | 20.31 | 24.94 | 7.87 |

Table C-12. Linear Projection of Average Length of Service using Averages computed for FY1975 to FY1994 (Table C-7).

| FY/PG | E-1 | E-2 | E-3 | E-4 | E-5 | E-6 | E-7 | E-8 | E-9 | TOTAL |
|-------|------|------|------|------|------|-------|-------|-------|-------|-------|
| 1985 | 1.20 | 1.52 | 2.59 | 4.06 | 6.71 | 11.94 | 16.78 | 20.81 | 24.80 | 6.53 |
| 1986 | 1.20 | 1.54 | 2.59 | 4.13 | 6.94 | 12.03 | 16.71 | 20.63 | 24.77 | 6.56 |
| 1987 | 1.19 | 1.55 | 2.58 | 4.17 | 7.11 | 12.15 | 16.71 | 20.57 | 24.80 | 6.65 |
| 1988 | 1.17 | 1.69 | 2.55 | 4.04 | 7.21 | 12.34 | 16.72 | 20.44 | 24.59 | 6.67 |
| 1989 | 1.13 | 1.73 | 2.63 | 4.06 | 7.43 | 12.44 | 16.50 | 19.98 | 24.09 | 6.70 |
| 1990 | 1.16 | 1.79 | 2.64 | 4.11 | 7.62 | 12.69 | 16.41 | 19.78 | 23.83 | 6.95 |
| 1991 | 1.17 | 1.73 | 2.73 | 4.20 | 7.72 | 12.97 | 16.44 | 19.81 | 23.57 | 7.16 |
| 1992 | 1.11 | 1.84 | 2.76 | 4.32 | 7.91 | 13.23 | 16.54 | 20.26 | 23.56 | 7.48 |
| 1993 | 1.09 | 1.73 | 2.77 | 4.61 | 8.39 | 13.62 | 16.71 | 20.12 | 23.75 | 7.70 |
| 1994 | 1.09 | 1.66 | 2.63 | 4.76 | 8.71 | 13.79 | 16.83 | 19.95 | 24.01 | 7.85 |
| 1995 | 1.08 | 1.82 | 2.75 | 4.61 | 8.70 | 13.89 | 16.59 | 19.74 | 23.39 | 7.88 |
| 1996 | 1.07 | 1.85 | 2.77 | 4.68 | 8.91 | 14.11 | 16.58 | 19.65 | 23.24 | 8.04 |
| 1997 | 1.05 | 1.88 | 2.79 | 4.74 | 9.11 | 14.32 | 16.57 | 19.56 | 23.10 | 8.20 |
| 1998 | 1.04 | 1.90 | 2.81 | 4.81 | 9.32 | 14.53 | 16.57 | 19.47 | 22.96 | 8.35 |
| 1999 | 1.03 | 1.93 | 2.82 | 4.88 | 9.52 | 14.75 | 16.56 | 19.38 | 22.81 | 8.51 |
| 2000 | 1.01 | 1.96 | 2.84 | 4.94 | 9.73 | 14.96 | 16.55 | 19.28 | 22.67 | 8.66 |

Table C-13. Linear Projection of Average Length of Service using Averages computed for FY1985 to FY1994 (Table C-7).

APPENDIX D. COMPARISON STATISTICS

| FY | Unemployment Rates ¹ | E-1 Base Pay ¹ | # Ships ² | ACCESSIONS ³ | LOSSES ³ |
|------|------------------------------------|------------------------------|----------------------|-------------------------|---------------------|
| 1975 | 8.3 | 344 | | | |
| 1976 | 7.6 | 361 | | | |
| 1977 | 6.9 | 374 | 470 | 107,093 | 102,849 |
| 1978 | 6.0 | 398 | 452 | 85,530 | 90,270 |
| 1979 | 5.8 | 419 | 455 | 78,988 | 87,017 |
| 1980 | 7.1 | 449 | 462 | 90,445 | 88,300 |
| 1981 | 7.5 | 501 | 468 | 96,436 | 86,990 |
| 1982 | 9.5 | 547 | 487 | 81,816 | 75,404 |
| 1983 | 9.5 | 574 | 506 | 77,677 | 65,769 |
| 1984 | 7.4 | 596 | 526 | 78,583 | 70,585 |
| 1985 | 7.2 | 620 | 542 | 75,931 | 73,887 |
| 1986 | 7.0 | 639 | 555 | 81,221 | 74,176 |
| 1987 | 6.2 | 658 | 568 | 75,894 | 74,820 |
| 1988 | 5.5 | 671 | 570 | 82,849 | 79,948 |
| 1989 | 5.3 | 684 | 568 | 84,821 | 80,255 |
| 1990 | 5.5 | 699 | 551 | 68,425 | 73,510 |
| 1991 | 6.7 | 710 | 528 | 55,752 | 66,504 |
| 1992 | 7.4 | 752 | 456 | 45,745 | 71,988 |
| 1993 | 6.8 | 769 | 438 | 52,827 | 77,672 |
| 1994 | | | 413 | 38,625 | 74,436 |

Table D-1. Comparison Statistics

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U.S. Dept. of Commerce.

2 Manpower Requirements Report. 1974-1994. Office of
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3 Bureau of Naval Personnel Statistics. Annual
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APPENDIX E.

The steady-state distribution of the force (F) and the requirement for new enlistments (E) is derived as follows.

Let c_t be the continuation rate at year of service (YOS) t .

Then the survival from the initial entry point to year t is

$s_t = \prod_{j=1}^t c_j$. The total steady-state force is

$F = E + s_1 E + \dots + s_T E = (1 + \sum_{t=1}^T s_t) E$. The steady-state enlistment

(or accession) requirement is therefore $E = F / (1 + \sum_{t=1}^T s_t)$. [Ref.

19]

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